

AGENDA
MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
SEPTEMBER 30, 1986
PARK PLAZA HOTEL - ARLINGTON ROOM

PRESIDENT'S REPORT

SECRETARY-TREASURER'S REPORT

DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

COMMUNICATIONS:

From Congressman Barney Frank thanking Pres. Osborn and Council for endorsing him.

from Cesar Chavez, Pres. United Farm Workers, re: boycott on grapes.-- second letter advising Pres. Osborn that Roberto De La Cruz will manage the boycott for New England.

From Health Planning Council re: "Report on the Uninsured in Massachusetts."

From George Nee, Staff Rep., Rhode Island AFL/CIO, thanking Pres. Osborn for time spent at Workers Comp. Conference in N. H.

From John B. O'Donnell, Program Dir., Mass. Dept. of Public Health, --copy of letter sent to Burlington News on the Lahey Clinic Hearing.

From Bernard Rapoport, American Income Life Ins. Co., re: his attendance at the Scholarship Luncheon.

From Ray Denison, Pres. Union Privilege Benefit Programs, re: Union Privilege Legal Services -- Subscription Information.

From Robert Semler, Acting Reg. Admin., U.S. Dept. of Labor, inviting Pres. Osborn to attend a public meeting on the reexamination of the Employment Service.

Copy of letter from Nat. Assoc. of Broadcast Employees & Technicians to Sec. of Labor Paul Eustace re: update on situation between their local union and Cinemagraphics, Inc.

From Frontlash Exec. Dir. Joel Klaverkamp advising Pres. Osborn of visit by a member of their national staff, Steve Raabe.

From Louis Leopold, Northampton C.L.C., thanking Pres. Osborn and the Council for the great help given to Shannon O'Brien in the campaign for Representative in their area.

From the Exec. Office of Human Services re: the Lahey Clinic hearings.

EXECUTIVE OFFICERS ACTION

SEPT. 21, 1986

Executive Officers polled. MMS to have an affiliate mailing sent out in support of Diabetes Foundation. So voted.

Officers polled. MMS to sponsor IBEW Local 2321 bike race - \$275 - in effort to keep Coors out of the sponsorship of the race.

opeiu-6
afl/cio

MASSACHUSETTS AFL/CIO COUNCILFINANCIAL REPORT

AUGUST 1986

	CREDITS	DEBITS
<u>GENERAL FUND</u>		
On hand 8/1/86	\$ 5,760.66	
Receipts - Per-Capita Tax	53,782.60	
Transfer	25,000.00	
Credentials	5,230.00	
Disbursements - General		\$ 32,450.39
- Payroll		34,540.46
Balance 8/31/86	\$ 22,782.41	

PER-CAPITA RECEIVED ON 215,130 membersDISBURSEMENTS:

1. Officers Expenses	\$ 243.55
2. Directors Expenses	310.00
3. Executive Board Expenses	1,122.86
4. Tickets	695.00
5. Donations	1,225.00
6. New England Telephone	463.74
7. Office Expenses	67.20
8. Office Supplies	247.30
9. Postage & Mail	3,600.00
10. Printing	1,922.70
11. Public Relations (2-months)	1,200.00
12. Auto Expenses	1,300.41
13. Conferences & Conventions	1,812.78
14. Blue Cross/Blue Shield	3,393.00
15. Rent	2,200.00
16. Office Equipment	1,270.35
17. Labor Unity Afternoon	120.00
18. Luncheons & Meetings	1,476.98
19. Property Taxes	195.95
20. Petty Cash	100.00
21. Subscriptions	220.37
22. Pension Fund Consultant	1,825.00
23. Foley Health Insurance (2-months)	677.20
24. Frontlash	1,761.00
25. Credit Union	2,157.35
26. Attorney - 3 months	1,500.00
27. Disability Insurance	668.90
28. ATA Insurance Agency	491.00
29. Telegrams	8.75
30. U.S.Government Printing	24.00
31. Freeport Hall (Rental)	150.00
	<u>\$32,450.39</u>

ASSETS:

Patriot Bank CD	\$100,000.00
Boston Safe	57,410.56
Department of Labor	400.00
Petty Cash	100.00
Israel Bonds	1,000.00
	<u>\$ 158,910.56</u>

VOTER REGISTRATION:

	CREDITS	DEBITS
On Hand 8/1/86	\$22,483.99	
Receipts August	300.00	
Disbursements		\$6,617.85
Balance 8/31/86	16,166.14	

DISBURSEMENTS

1.	LHS ASSOCIATES	5,000.00
2.	City of Worcester (Voter ID)	150.00
3.	Sam Johnson & Sons (1,000 14x44 signs)	787.50
4.	R. Rogers	252.35
5.	K. Mangan (Retiree Program)	300.00
6.	Stationary Supplies	128.00
		<hr/>
		\$ 6,617.85

PENSION PLAN:

On hand 8/1/86	12,088.38
Disbursements to Plan	10,000.00
Balance	2,088.38

MASSACHUSETTS AFL-CIO

DELINQUENT REPORT

AUGUST 1986

LOCAL UNION	DATE LAST PAID	AMOUNT
AFSCME 176	Over 1 Year	\$ 495.00
230	" "	225.00
296	" "	603.00
800	" "	975.00
AFT 1896	" "	105.00
3191	" "	198.00
APWU 000A	" "	600.00
DALU 21432	" "	225.00
IBPA 29	" "	87.00
ICWU 260	" "	138.00
ITU 13	" "	1,800.00
IUE 272	" "	24.00
297	" "	288.00
LIU 1162	" "	852.00
NALC 1	" "	900.00
OCAW 86	" "	84.00
UPIU 121	" "	456.00
599	" "	99.00
1102	" "	324.00
USA 2237	" "	60.00
3722	" "	108.00
8981	" "	222.00
IUE 233	September 1985	151.25
SEIU 495	" "	2,200.00
UPIU 204	" "	440.00
GAU 204	October 1985	127.50
TSE 454	" "	42.50
IAFF 1768	November 1985	229.50
LIU 385	" "	900.00
AFT 1707	January 1986	236.25
IWIU 58	" "	24.50
UPIU 1355	" "	133.00
CWA 371	February 1986	84.00
AFSCME 419	" "	126.00
1451	" "	192.00
IAM 1544	" "	114.00
IUE 251	" "	127.50
OPEIU 277	" "	45.00
URW 573	" "	504.00
USA 8751	" "	705.00
AFGW 94	March 1986	8.75
AFSCME 1776	" "	1,366.25
NALPA 000	" "	62.50
USA 8216	" "	48.00
AFSCME 294	April 1986	94.00
683	" "	225.00
1051	" "	800.00
DWAU 8	" "	208.00
IFPT 149	" "	260.00
IUE 262	" "	36.00
278	" "	65.90
291	" "	500.00
SEIU 285	" "	4,500.00
TSE 96	" "	30.00
UPIU 1499	" "	37.00
URW 562	" "	55.00
2431	" "	170.00
AFM 343	MAY 1986	37.50
AFSCME 787	" "	156.00
1892	" "	38.25
2905	" "	96.00
3359	" "	15.75
AFT 1033	" "	87.00
APWU 488	" "	18.00

LOCAL UNION		DATE LAST PAID		AMOUNT
GAU	256	May	1986	\$ 13.50
IAFF	144	"	"	160.50
IAM	836	"	"	17.25
IBPA	939	"	"	26.25
IFPTE	151	"	"	20.25
NABET	18	"	"	54.75
RASC	1089	"	"	89.25
RWDSU	1199	"	"	750.00
USA	12008	"	"	<u>64.50</u>
TOTAL				\$ 25,361.15

MASSACHUSETTS AFL-CIO

CHANGES IN MEMBERSHIP

AUGUST 1986

LOCAL UNION		FROM	TO	+	-	
AFSCME	335	92	94	2		
	641	372	375	3		
	851	464	594	130		
	1736	216	184		32	
	1957	114	97		17	
	2616	211	210		1	
	2747	119	75		44	
	335A	44	32		12	
AFT	3275	176	170		6	
	3961	23	13		10	
APWU	2027	0	8	8		
IBB	725	71	70		1	
	1851	540	440		100	
IBEW	1014	101	105	4		
	1498	27	20		7	
	2222	6282	6205		77	
IBPA	369	0	20	20		
	577	196	205	9		
ICWU	414	247	246		1	
IUE	201	7870	8661	791		
	210	45	47	2		
	221	82	88	6		
	254	365	257		108	
	255	2818	2501		317	
	276	104	121	17		
	284	106	107	1		
	286	338	356	18		
	288	368	381	13		
	299	160	144		16	
	IUMS	90	30	24		6
	IUPA	115	33	32		1
		151	21	16		5
		152	13	10		3
		155	13	12		1
		156	17	26	9	
		157	10	14	4	
		160	19	20	1	
		163	3	4	1	
		164	4	5	1	
		166	19	13		6
		167	9	8		1
		168	11	9		2
		169	22	21		1
170		12	11		1	
171		10	14	4		
IWIU		68	78	89	11	
		122	65	66	1	
OPEIU	247	120	121	1		
RWDSU	224	1106	1133	27		
	588	0	30	30		
	584A	182	175		7	
TSE	775	26	25		1	
UPIU	579	432	453	21		
URW	290	450	492	42		
TOTAL				1,177	784	

International **TYPOGRAPHICAL** Union

THOMAS W. KOPECK, Secretary-Treasurer • P. O. Box 2341, Colorado Springs, Colo. 80901 • Phone (303) 471-2460



September 18, 1986


Secretary-Treasurer George E. Carpenter, Jr.
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear Secretary-Treasurer Carpenter:

The enclosed Resolution was adopted by the 127th Convention of the International Typographical Union held in Hershey, Pennsylvania, August 9-15, 1986.

With kind regards, I am

Fraternally yours,


Thomas W. Kopeck
Secretary-Treasurer

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Enclosure: Proposition No. 29

Resolution

PROPOSITION NO. 29

Whereas, Public opinion of labor unions and their members has been eroding steadily since the Reagan administration made its position on labor crystal clear by provoking and prosecuting the air traffic controllers aided by a unsympathetic press the Reagan Administrator continues to erode public opinion of labor unions, and

Whereas, Public opinion is further damaged by the Reagan-appointed National Labor Relations Board continually making decisions designed specifically to undercut the strength of unions, and

Whereas, Labor is damaged even more when unscrupulous employers, such as LTV Extract Regressions from the United Steel Workers at great sacrifice to those working men and women, and respond through their own mismanagement with heavy financial losses and widespread layoffs, while continuing to pay outrageous bonuses to the executives responsible for their plight. While the media continues to portray labor as the problem. Labor's story has not been presented fairly, if at all, and

Whereas, The diminishing number of newspapers, and the fact that opinions are being formed by a public which is more and more held captive by fewer newspaper owners, who all too often are themselves anti-union in philosophy, and

Whereas, The AFL-CIO and its affiliates have begun committing money to media advertising to improve labor's image, and

Whereas, Organized labor is the last best hope to provide social and economic justice for all, now therefore be it

Resolved, By the 127th ITU Convention, That the AFL-CIO work with central labor councils to establish their own publications for public distribution and thereby provide a strong labor voice in their communities, and be it further

Resolved, That the AFL-CIO call upon the Wilkes-Barre Council of Newspaper Unions who have successfully, through union solidarity, established a successful (Citizens Voice) publication serving Wilkes-Barre, Pennsylvania and surrounding areas with fair and equal treatment to all while providing their customers a better understanding of labor. To assist in this effort, a copy of this resolution be sent to all international unions and AFL-CIO central labor councils.

By Order of the Convention.

Robert S. McMahon
President

Allan L. Kentag
Vice-President

Billy J. Hunt
Vice-President

William J. Boorman
Vice-President

Thomas W. O'Neil
Secretary-Treasurer



MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT

ARTHUR R. OBSORN

September 23, 1986

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

SECRETARY - TREASURER

GEORGE E. CARPENTER, JR.

TO: MEMBERS OF THE EXECUTIVE COUNCIL

VICE PRESIDENTS

RONALD M. ALMAN
DANIEL A. BEAUREGARD
DOMENIC BOZZOTTO
EDWARD F. BURKE, JR.
FRANK CECCARONI
LINDA R. CHIGAS
EDWARD W. CLARK, JR.
EDWARD W. COLLINS, JR.
JOHN P. CONLEY
PAUL M. CONNOLLY
CHARLES DeROSA
PAUL L. DEVLIN
CAROL A. DREW
JAMES FARMER
BRUCE FERIN
GIL FERREIRA
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
JULIA KAMEL
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
MARY ANN MANGO
PATRICK J. MELE
NANCY MILLS
A. MICHAEL MULLANE
JAMES NESTOR
GEORGE J. O'BRIEN
RICHARD F. PICCUITO
RICHARD E. POST
JOHN F. SIMMONS
CHARLES E. THOMPSON
BARNEY WALSH

Enclosed for your consideration and approval are the minutes of our last meeting.

Our next Council meeting will be held in conjunction with our Convention as follows:

TUESDAY, SEPTEMBER 30, 1986

2:00 P.M.

PARK PLAZA HOTEL - ARLINGTON ROOM

Looking forward to seeing you on the 30th, I remain,

Fraternally yours,

George E. Carpenter Jr.
George E. Carpenter, Jr.
Secretary-Treasurer

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afl/cio
Enc.

MASSACHUSETTS / AFL-CIO

8 Beacon Street, Boston, MA 02108

Telephone: (617) 227-8260



MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

September 8, 1986

PRESIDENT
ARTHUR R. OBSORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

SECRETARY - TREASURER
GEORGE E. CARPENTER, JR.

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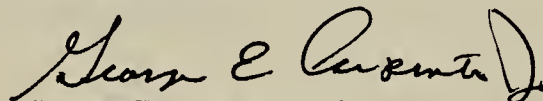
John D. Bercury
General Secretary-Treasurer
American Postal Workers Union, AFL/CIO
186 South Street
Boston, MA 02111

I am in receipt of your resolution, "Private Express Statutes."

For your information, our 29th Annual Convention is not a constitutional one. Therefore, your resolution will be submitted to our Executive Council for action.

Please feel free to call me should you have any questions.

Fraternally,


George E. Carpenter, Jr.
Secretary-Treasurer

opeiu-6
afl/cio

MASSACHUSETTS / AFL-CIO
8 Beacon Street, Boston, MA 02108
Telephone: (617) 227-8260

From the desk of

GEORGE E. CARPENTER, JR.
Secretary - Treasurer
Massachusetts AFL - CIO

Send him a
letter from me
informing him that
this resolution will
be forwarded to the Council
for action since this
is not a Constitutional
Convention

G. E. C

APWU **AMERICAN POSTAL WORKERS UNION AFL-CIO BOSTON, MA.**

186 SOUTH STREET
BOSTON, MASSACHUSETTS 02111
617 / 423-1516

JOHN D. BERCURY
General Secretary-Treasurer

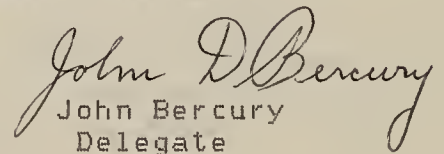
PRIVATE EXPRESS STATUTES

WHEREAS: The Reagan Administration has shown its hostility to labor and particularly to labor in the Government Services, and

WHEREAS: The Reagan Administration is now proposing the elimination of the Private Express Statutes, which give the Postal Service the exclusive right to deliver letter mail, a move which would harm both the public Postal Service and the Postal Workers, therefore be it

RESOLVED: That the Massachusetts AFL-CIO Council at its 29th Annual Convention vigorously and unequivocally opposes the elimination of the Private Express Statutes or any other action which might lead in this direction, and be it further

RESOLVED: That copies of this resolution be sent to every member of Congress and both Senators from Massachusetts.


John Bercury
Delegate

APWU **AMERICAN POSTAL WORKERS UNION AFL-CIO BOSTON, MA.**

186 SOUTH STREET
BOSTON, MASSACHUSETTS 02111
617 / 423-1516

JOHN D. BERCURY
General Secretary-Treasurer

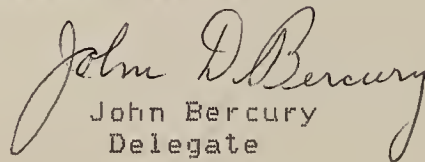
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John Bercury
Delegate

Buy from Union Label Shopper.
Save money as you help
save jobs.
Mail attached card
for your FREE copy
TODAY!

NEW DISCOUNT
CATALOG of Union-
made products only.



Place
First Class
Stamp
Here

The Union Label Shopper
508 N. Second Street
Fairfield, Iowa 52556

BUY AMERICAN... and look for the Union Label.

The Union Label Shopper is a new catalog service for Union members. Each catalog and merchandise offer includes only Union-made products, each product priced at significant everyday savings. Yes, you may share these values with friends. In fact we encourage it. It's a great way to support and promote Union-made quality, your job and jobs of Union members everywhere.

To receive your free subscription to future catalogs and merchandise offers, fill in and mail the card below. Be sure to affix first class stamp.

The Union Label Shopper is endorsed by the Union Label and Service Trades Department, AFL-CIO.



- ☐ YES, rush me FREE Union Label Shopper catalogs and merchandise offers. I want to **SAVE MONEY** and **SAVE JOBS** by buying American, Union-made quality products.

Name _____

Address _____ Apt. No. _____

City _____

State _____ Zip _____

PLEASE check items and products you would like to buy from The Union Label Shopper.

- | | | | |
|---|---|--|--|
| <input type="checkbox"/> Active wear | <input type="checkbox"/> Coats | <input type="checkbox"/> Lingerie | <input type="checkbox"/> Shirts |
| <input type="checkbox"/> Auto supplies | <input type="checkbox"/> Curtains | <input type="checkbox"/> Luggage | <input type="checkbox"/> Shoes |
| <input type="checkbox"/> Baby goods | <input type="checkbox"/> Dresses | <input type="checkbox"/> Men's work clothing | <input type="checkbox"/> Sporting goods |
| <input type="checkbox"/> Bath accessories | <input type="checkbox"/> Jackets | <input type="checkbox"/> Pants | <input type="checkbox"/> Tools and accessories |
| <input type="checkbox"/> Bedding | <input type="checkbox"/> Jewelry | <input type="checkbox"/> Rainwear | <input type="checkbox"/> Uniforms |
| <input type="checkbox"/> Boots | <input type="checkbox"/> Kitchen appliances | <input type="checkbox"/> Robes | <input type="checkbox"/> Womens separates |

If you already mailed in a catalog request, please give this card to a friend.

① THANKS to Exec Council

② UPDATE

1. Young Worker — Voter Reg.
2. National Boycott Campaign
3. COPE — Shannon O'Brien
4. Mail-in Campaign
5. ~~Free~~ CLC Programs
6. Buy American Campaigns

ADVISORY COUNCIL

Stephen Albanese, Pres., Amcr. Postal Wkrs. Union
 Sheldon Appel, President, Perkit Folding Box Corporation
 George Beck, Dist. Mgr., United Parcel Service
 Joseph M. Bonavita, Exec. Director, District Council #93 AFSCME
 George Carpenter, S-T, Massachusetts AFL-CIO
 Thomas G. Climo, President, Sugar Workers #1660, ILA
 Diane Zaar Cochran, Chair, Mass Board of Conciliation & Arbitration
 Edward S. Davidson, Regional Director, New England Office, Federal Labor Relations Authority
 Paul L. Devlin, Int'l V-P, Amer. Fed. of Teachers AFL-CIO
 Paul Eustace, Sec. of Labor, Commonwealth of Mass.
 Thomas Evers, Pres., Mass. Bldg. Trades Council
 Allyson Every, Pres., Boston Globe Employees Assoc.
 William Fallon, Esq., Arbitrator
 James Fandel, Personnel, Mass. Institute of Technology
 Lucy Festa, S-T, Hotel & Restaurant Employees Local #26
 John E. Flynn, Int'l Vice Pres., IBEW
 Robert Fuchs, Reg. Dir., NLRB
 Richard X. Goggin, Commissioner, FM & CS
 James T. Grady, Attorney, Grady, Dumont & Dwyer
 James Grande, Sec-Treas., Apprentice Training Directors
 Marcia Greenbaum, Arbitrator
 Thomas Gunning, Exec. Dir., Bldg. Trds. Employers Assn.
 John E. Higgins, Arbitrator
 E. Leonard Kane, VP, Labor Relations, Raytheon
 Thomas F. Kenney, V-P, Boston Gas Co.
 Thomas A. Kochan, Sloan School of Management, M.I.T.
 Dorine Levasseur, Pres., SEIU Local #925
 Robert Lewis, Dir. Labor Relations, MBTA
 Malcolm Y. MacKinnon, Dir., Ind. Rel., The Boston Globe
 Kevin Maher, Pres., IUE #201
 Robert Manning, Attorney, Angoff, Goldman, Manning, Pyle, Wanger & Hiatt
 Thomas McIntyre, Int'l V-P, Bricklayers
 Dennis McSweeney, Ass't Dir., USDL, Bureau of Labor Statistics
 Nancy Mills, Exec. Dir., SEIU #285
 James T. Nestor, S-T, UFCW Local #592
 Joseph P. O'Donnell, Arbitrator
 Thomas L.P. O'Donnell, Attorney, Ropes & Gray
 John F. O'Malley, Reg. Director AFL-CIO
 Arthur Osborn, Pres. Massachusetts AFL-CIO
 John F. Phinney, Exec. V-P, UFCW #1445
 Erika L. Pinault, Council Rep. District #93, AFSCME
 Richard Reilly, Reg. Dir., Amer. Arbitration Assoc.
 Charles F. Spillane, S-T, Gen. Agt., Boston Bldg. Trades
 William Spring, V-P, Federal Reserve Bank of Boston
 Edward P. Sullivan, Exec. Sec., Mass. Teachers Assoc.
 Daniel Sullivan, Dir., Mass. Office of Employee Relations
 William Swanson, Director of Training, Electrical Construction Industry of Greater Boston
 John Tobin, N.E. Int'l Rep., Plumbers & Fitters
 William Vaughn, III, Vice President, Stop & Shop, Inc.
 Donald Wightman, Pres., Utility Wkrs. #369, Boston Edison

GENERAL INFORMATION

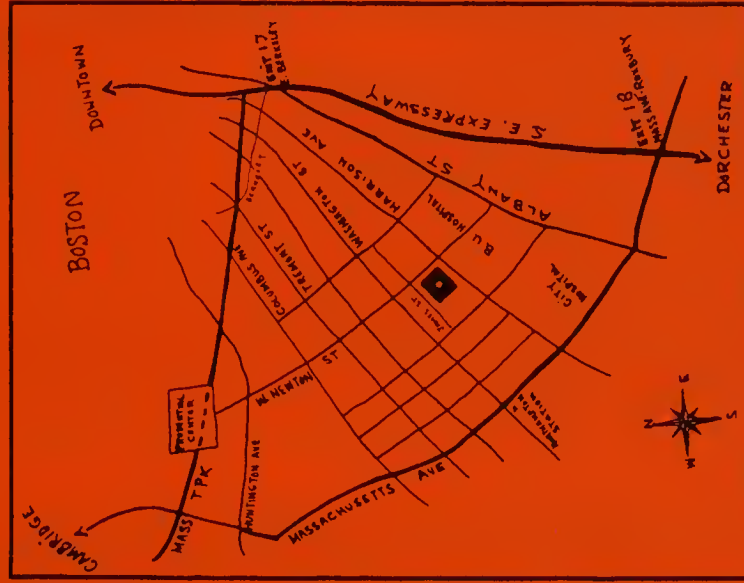
REGISTRATION: By mail, or phone (536-9440), or in person at Guild Headquarters, 761 Harrison Avenue, Boston, MA 02118
 Late Registration will be accepted, space available, up to the third night of class, October 14.
 School Coordinator: Rev. Edward F. Boyle, S.J.
 Guild Educational Chairman: Marshall B. Otina

"Among the basic rights of the human person is to be numbered the right of freely founding unions for working people. These should be able truly to represent them and to contribute to the organizing of economic life in the right way."

— Vatican II

By agreement with both The College of Public & Community Service U/Mass Boston and Bunker Hill Community College, students may receive college credit or cross register as appropriate.

This school is open to all, men and women, members of unions, management, and others who are interested in furthering sound labor-management relations.



LOCATION: The Old Boston College High Building is joined to the Immaculate Conception Church at 761 Harrison Avenue opposite the Boston University Hospital. From the Southeast Expressway take Mass Ave - Roxbury Exit #18
Ample free parking in the adjoining schoolyard - - - lighted and patrolled

THE LABOR GUILD School of Industrial Relations

the archdiocese of boston



1986 FALL TERM

September 30 - November 25
 Tuesday Evenings

FIRST PERIOD — 7:00 - 8:20

THE STEWARD'S JOB

Allyson Every, President
Boston Globe Employees Association

The Steward as the dynamo for making collective bargaining work. Duties as first-line administrator of the contract - problem solving, grievance handling, membership solidarity, legal framework. Role-playing.

U.S. WORKERS & THEIR UNIONS-A HISTORY

Martin Blatt, State Executive Office of Labor
James Green, Prof., Labor History, U/Mass-Boston

A look at the histories of the building trades, industrial unions, women and immigrant workers -- with special emphasis on Massachusetts events and personalities. Guest lecturers, films and slide presentations.

PARLIAMENTARY PROCEDURE

Patricia Legault, Parliamentarian

The basic rules, motions, and procedures for the proper conducting of meetings and conventions. Practices and pressures peculiar to trade unionism. Extensive role-playing exercises.

THE 1986 LABOR SCENE

Paul Hannon, Coordinator
President, USWA Local #12003

Corporate mergers -- foreign competition and the global assembly line -- concession bargaining and two-tier wage systems -- drug testing. New labor-management initiatives: building trades construction cooperatives -- union banks -- and the Saturn project agreement. Guest lecturers.

HEALTH CARE

Staff Health Planning Council of Greater Boston

Two-part course: "Health Care Benefits": protecting employee health care benefits while containing costs, first four sessions -- "Health Care & Retirees": strategies for resolving medicare/medicaid problems, DRGs, VNAs, nursing homes, etc., final four weeks.

SECOND PERIOD — 8:30 - 9:50

NEGOTIATING WORKSHOP

Paul McCarthy
Collective Bargaining Associates

This nuts and bolts course uses simulated bargaining: the economic language and psychological techniques of the negotiator. Organizational structures and pressures peculiar to each party. (Limited enrollment).

SURVEY OF LABOR RELATIONS

Kenneth A. Grace, Esq.
Sandulli & Grace

Fitting the pieces together -- negotiating and administering the contract -- impasses -- the grievance procedure -- administrative agencies -- similarities and differences in public and private bargaining.

NEW WORKERS' COMP.

Robert M. Schwartz, Esq.
Feinberg & Feld

A review of the theory and practice of the new Massachusetts Workers' Compensation Law. The counseling role of union reps with emphasis on rehabilitation options, re-employment rights, and job accommodations after recovery.

ORGANIZING & TAFT-HARTLEY

Ira Sills, Esq.
Segal, Roitman & Coleman

Federal and State laws -- appropriate unit -- balloting and card checks -- rules of National Labor Relations Board -- court and board decisions -- the shifting organizing climate and tactics.

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No. of terms attended at this school before _____

Courses having less than twelve (12) applicants will have to be dropped. Because of this and the fact that some courses fill up rapidly it is necessary that you choose an alternate course for each period. First come, first served.

Indicate in the following columns your choice for each of the periods. Write in "1" for the choice and "2" for your alternate.

1st Period _____ 2nd Period _____

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Labor Scene _____ Organizing/T-H _____

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Detach and mail this panel to THE LABOR GUILD
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REGISTRATION FEE: \$5 Non-refundable
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Additional leaflets will be mailed on request.

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THE 1986 LABOR SCENE

Paul Hannon, Coordinator
President, USWA Local #12003

- Sept 30 CURRENT LABOR-MANAGEMENT TENSIONS FROM THE PERSPECTIVE
 OF A VETERAN ARBITRATOR

 Arnold Zack, National Academy of Arbitrators
- Oct 7 BROADENING LABOR'S AGENDA IN THE 80's
" 21

 Professor Thomas Kochan and Professor Robert McKersie
 Sloan School of Management, M I T
- Oct 14 EMPLOYEE PRIVACY vs MANAGEMENT RIGHTS
" 28

 Attorney Joanne Goldstein, Of counsel Segal, Roitman &
 Coleman
 Attorney David Casey, Peckham, Lobel, Casey & Tye
- Nov 4 EMPLOYEE OWNERSHIP: A GROWING PHENOMENON

 Crhistopher Mackin, Industrial Cooperative Association
- Nov 11 BOSTON'S HOUSING CRISES & LABOR'S RESPONSE

 Thomas J. McIntyre, Intl Vice President, Bricklayers Union
 Staff Representative, B R A
- Nov 18 THE 80's CULTURAL & ECONOMIC CHANGE: ITS IMPACT ON
 ARBITRATION

 Arnold Zack, National Academy of Arbitrators

This is one of a series of courses offered by

THE LABOR GUILD'S

SCHOOL OF INDUSTRIAL RELATIONS

Austin, TX Herald 9-5
**For Hormel employees,
ballots are in the mail**

By LEE BONORDEN
Herald Regional Editor
The ballots are in the mail today for
Austin meatpackers to vote on a
new contract at the P-F-H.

NAMPU organizers Merrill Evans and
Connie Dammen
Joe Hansen, deputy trustee for P-F-H
Lewie Anderson, the union's national
director and chief negotiator of the P-F-H.

WEDNESDAY, SEPTEMBER 17, 1986
**Treasury Employees Union
Sues Over Drug Test Plan
Reagan Program Called Unconstitutional**

THURSDAY, SEPTEMBER 23, 1986
**Union Plans
To Make Bid
For Shipyard**

Journal of Commerce Special
QUINCY, Mass. — A union local
that once represented General Dy-
namics Shipbuilding Division work-
ers says it will bid to buy the yard
due to General Dynam-
ics.

Air controllers plan to form new union

Blk 9/23/86

APWU
AMERICAN POSTAL WORKERS UNION AFL-CIO BOSTON, MA.

*Refer to
Exec Council
for action
et. 2. C*

186 SOUTH STREET
BOSTON, MASSACHUSETTS 02111
617 / 423-1516

JOHN D. BERCURY
General Secretary-Treasurer

PRIVATE EXPRESS STATUTES

WHEREAS: The Reagan Administration has shown its hostility to labor and particularly to labor in the Government Services, and

WHEREAS: The Reagan Administration is now proposing the elimination of the Private Express Statutes, which give the Postal Service the exclusive right to deliver letter mail, a move which would harm both the public Postal Service and the Postal Workers, therefore be it

RESOLVED: That the Massachusetts AFL-CIO Council at its 29th Annual Convention vigorously and unequivocally opposes the elimination of the Private Express Statutes or any other action which might lead in this direction, and be it further

RESOLVED: That copies of this resolution be sent to every member of Congress and both Senators from Massachusetts.

John D. Bercury
John Bercury
Delegate

THE UNIVERSITY OF CHICAGO
 LIBRARY

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BARNEY FRANK
4TH DISTRICT, MASSACHUSETTS

COMMITTEES:
GOVERNMENT OPERATIONS:

CHAIRMAN,
SUBCOMMITTEE ON
MANPOWER AND HOUSING

BANKING, FINANCE, AND
URBAN AFFAIRS

JUDICIARY

AGING

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Washington, D.C.**

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(617) 223-1648

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FALL RIVER, MASSACHUSETTS 02722
(617) 674-3551

8 NORTH MAIN STREET
ATTLEBORO, MASSACHUSETTS 02703
(617) 226-4723

September 8, 1986

Mr. Arthur R. Osborn
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Thank you for informing me of my endorsement by the Massachusetts AFL/CIO. I appreciate the confidence you and your brother and sister members have shown in me and I look forward to continuing to work with you to improve conditions in our country for working people.


BARNEY FRANK



UNITED FARM WORKERS of AMERICA AFL-CIO

National Headquarters: La Paz, Keene, California 93570

(805) 822-5571

June 16, 1986

Arthur Osburn, President
Massachusetts State Labor Council
8th Decon
Boston, MA 02108

Dear Brother Joe,

We have begun an all out campaign for the new "Wrath of Grapes" boycott. Since my last visit to Boston, the grape boycott has really taken off. The support of top leadership in Boston has been an example to many other labor and political leaders throughout the country.

Since Boston is the fifth largest market for California table grapes, a successful boycott in Boston is critical to gain a victory for farm workers.

To implement our new boycott campaign, the United Farm Workers National Executive Board has assigned Ed Sanchez to represent the UFW in Boston. He will be contacting you soon. We would appreciate whatever assistance you could offer to him.

The "Wrath of Grapes" campaign will highlight our key demands which is the elimination of five toxic pesticides that cause cancer and birth defects among farm workers and their families and threaten consumers and communities surrounded by vineyards.

We believe a successful boycott will stop the use of these pesticides and require corporate growers to guarantee free and fair Union representation elections, without violence or threat to farm workers and good faith bargaining.

With your help, farm workers will be able to win the struggle and begin to clean the poisoning in our food supply.

In Solidarity,

Cesar E. Chavez,
President
United Farm Workers
of America, AFL-CIO

CEC/jh



UNITED FARM WORKERS of AMERICA AFL-CIO

National Headquarters: La Paz, Keene, California 93570 • (805) 822-5571

September 17, 1986

Arthur Osburn, President
Massachusetts State
Labor Council
8th Becon St.
Boston, MA. 02108

Dear Brother Osburn,

This letter is in reference to my letter to you of
June 16, 1986. (Please see attachment)

Due to the significant increase of grape shipments into
the New England area we have assigned Roberto De La Cruz,
our National Political Director to manage the New England
grape boycott for the United Farm Workers.

He will be contacting you soon. We would appreciate
whatever assistance you can offer to him.

Fraternally,

Cesar E. Chavez, President
United Farm Workers
of America, AFL-CIO

CEC/cr

CC: Roberto De La Cruz, New England Boycott Regional Manager

Enclosure

C

HEALTH
PLANNING
COUNCIL
FOR GREATER BOSTON, INC.

M E M O R A N D U M

TO: Long Range Health Policy Committee

FROM: Lawrence Janowitch, Chairperson

DATE: September 15, 1986

SUBJECT: Draft Report titled Profile of the Uninsured in Massachusetts

Enclosed is a draft of a final report written by staff in collaboration with Dan Friedman at Blue Cross and Blue Shield of Massachusetts. The data source for this report is the Massachusetts sample from the March, 1984 supplement to the (U.S.) Current Population Survey, specifically questions pertaining to health insurance coverage and related socio-economic and employment characteristics.

For further information on this data, members can refer to handouts presented at the March 26th and July 16th Committee meetings, which includes a copy of the previous work with this data by Dan Friedman and Katherine Swartz. Staff have incorporated many of the Committee members' suggestions on the selection of data tables. Where possible other comments and suggestions raised by individual members during committee meetings have been taken into consideration either in the analysis of the data or in the writing of the report.

If Committee members have any comments or recommended changes to the text of the report, I would appreciate it if you could forward such comments as soon as possible to Marjorie McGuirk-Porell (staff) at the Council's address.

LJ/anr
enclosure

Suite 635, 294 Washington Street, Boston, Massachusetts 02108 Telephone (617) 426-2022

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DRAFT

NOT FOR QUOTATION

PROFILE OF THE UNINSURED
IN MASSACHUSETTS

Prepared by: Blue Cross and Blue Shield of Massachusetts and
the Health Planning Council for Greater Boston, Inc.

Prepared for: Access for the Uninsured and Underinsured Committee of the
State of Massachusetts' Study Commission on Health Care
Financing and Reform

and

The Long Range Health Policy Committee of the Health
Planning Council for Greater Boston, Inc.

Date: September 1986

INTRODUCTION

This report provides data on the uninsured population of Massachusetts in 1984, with particular emphasis on:

- magnitude of the uninsured population;
- demographic characteristics of the uninsured population;
- labor force status of the uninsured population.

Data are also presented on over-time changes in the magnitude and characteristics of the uninsured population from 1982 to 1984, and on major differences between the uninsured population in Massachusetts and in the U.S.A. as a whole.

The current report constitutes an update of analyses presented by Friedman and Swartz in their 1985-1986 article on "The Uninsured in Massachusetts."¹ Financial support for the research in this article was provided by Blue Cross and Blue Shield of Massachusetts, and the Health Planning Council for Greater Boston, through a contract with the Urban Institute of Washington, D.C. As in the earlier Friedman and Swartz article, the data in this report are based upon the Current Population Survey; a description of the Current Population Survey methodology is contained in Friedman and Swartz (1985-1986).

Blue Cross and Blue Shield and the Health Planning Council have conducted this study as support to the Subcommittee on Access for the Uninsured and Underinsured, of the Study Commission on Health Care Financing and Delivery

Reform, and the Health Planning Council's Long Range Health Policy Committee. The data presented here constitute the most current data available on the uninsured population of Massachusetts. The report should assist the Subcommittee's efforts to design policy options for reducing the number of uninsured, to identify the impact of various policy options on the uninsured population, and to estimate the costs of those policy options.

MAGNITUDE OF THE UNINSURED POPULATION²

Number of uninsured (See Table One.)

In March 1984, about 593,000 Massachusetts residents under the age of 65 had no health insurance, or about 12% of the under 65 population.³

Changes from 1982 to 1984 (See Table One and Figure One.)

The 1984 estimate of 12% of the population under 65 years of age uninsured in Massachusetts constitutes a midpoint between the March 1982 low point of 10% uninsured, and the March 1983 high point of 13% uninsured. The 1982 to 1983 increase of approximately 139,000 uninsured, and the 1983 to 1984 decrease of approximately 72,000 uninsured, probably result from two factors. The first factor is changes in the Massachusetts unemployment rate: from 1982 to 1983 the unemployment rate in Massachusetts increased by ---%, and from 1983 to 1984 it decreased by ---%. This 1982 to 1983 increase and subsequent 1983 to 1984 decrease in the unemployment rate from

1982 to 1984 is consistent with the increase and subsequent decrease in the number of uninsured. The second factor is the decrease in the Medicaid caseload brought about by the Omnibus Budget Reconciliation Act of 1981, which reduced the number of Medicaid cases by almost 11% between 1982 and 1983. The one-time reduction in the Medicaid caseload effected by COBRA had the impact of adding to the uninsured population of Massachusetts in 1983 and 1984 residents who would have previously been covered by Medicaid.

Comparison of National Magnitude to Massachusetts Magnitude (See Figure One.)

From 1982 to 1984, the proportion of Massachusetts residents under 65 years of age without health insurance has remained consistently lower than the national proportion. In 1982, about 10% of the Massachusetts population was uninsured, compared to 15% nationally; in 1983, 13% of the Massachusetts population, compared to 16% nationally; and in 1984, 12% of the Massachusetts population, compared to 17% nationally. A variety of reasons exist for the smaller proportion of uninsured in Massachusetts than nationally, including: relatively low unemployment rate; relatively high union penetration; relatively low proportion of seasonal, migrant, and farm workers; relatively high Medicaid income eligibility levels and relatively comprehensive Medicaid categorical eligibility criteria; and relatively high family income levels.

DEMOGRAPHICS OF THE UNINSURED POPULATION

(The results in this section refer to the population of
Massachusetts, ages under 65, during 1984.)

Age (See Figure Two.)

Distribution. The overwhelming majority of uninsured Massachusetts residents--78%--were under the age of 35, and 32% were children under the age of 19. Uninsured Massachusetts residents tend to be younger than insured Massachusetts residents. Almost three fifths of the uninsured were 24 years old or younger (56%), compared to only about two fifths of the insured (41%).

High risk. At particularly high risk of being uninsured were 19 to 24 year olds, of whom 23% were uninsured.

Race (See Figure Three.)

Distribution. Data from the Massachusetts sample of the Current Population Survey on race should be interpreted with caution due to the limited number of black and 'other' respondents. As would be expected from the racial characteristics of Massachusetts, the overwhelming majority of both the uninsured (92%) and the insured (96%) were white.

High risk. Blacks and "others" were at especially high risk of not having health insurance: 20% of blacks did not have health insurance in 1984, and 23% of 'others' did not have health insurance.

Marital Status and Sex (See Figure Four and Table Two.)

Distribution. Thirty-six percent (36%) of the uninsured have never married, 23% are married, and 10% were either divorced, separated, or widowed. The remaining 33% of the uninsured were children under the age of 19. Compared to insured Massachusetts residents, uninsured residents were much more likely to be never married (Uninsured: 36%; Insured: 18%), and much less likely to be married (Uninsured: 22%; Insured: 44%). Never married men constituted an especially large proportion of the uninsured (24%) compared to the insured (10%).

High risk. People who never married were at especially high risk of not having health insurance (21% uninsured), as were those who were divorced, separated, or widowed (14% uninsured). Never married adult men were at substantially greater risk of not having health insurance than never married women: fully 25% of never married adult men did not have health insurance, compared to 16% of never married adult women.

Family Income (See Figure Five.)

Distribution. Eighteen percent (18%) of the uninsured lived in families with incomes below poverty, 25% were near poor (100-199% of poverty line), 22% bordered the middle class (200-299% of poverty line), and 35% had middle class incomes (300% of poverty line and above). Compared to insured Massachusetts residents, the uninsured were much more likely to be poor or near poor. While 43% of the uninsured were poor and near poor (income below 200% of poverty line), only 22% of the insured were poor and near poor.

High risk. Not surprisingly, the risk of being uninsured was directly related to family income: 26% of poor Massachusetts residents were uninsured, 18% of near poor residents, and 7% of middle class residents.

Family Size (See Figure Six.)

Distribution. Eighteen percent (18%) of the uninsured lived in single person families, 14% lived in two person families, 22% lived in three person families, and 46% lived in families of four or more persons. Compared to the insured, the uninsured were substantially more likely to live in single person families (Uninsured: 18%; Insured: 10%).

High risk. At particularly high risk of not having health insurance were people living in single person families, of whom 20% were uninsured.

EMPLOYMENT CHARACTERISTICS OF THE UNINSURED POPULATION

Employment Status (See Figure Seven.)

Distribution. About 45% of the total uninsured population of Massachusetts under 65 was employed in 1984. Relatively small proportions of the uninsured were unemployed (5%, 27,000 people), homemakers (8%, 50,000 people), students (5%, 32,000 people), and disabled or retired (5%, 28,000 people), or students (32,000). Compared to the insured, the uninsured were less likely to be employed (Uninsured: 45%; Insured: 53%).

High risk. At highest risk of being uninsured were the unemployed and students over the age of 18: 21% of unemployed adults and 32% of students over the age of 18 were uninsured.⁴

Type of Employer (See Table Three.)

Distribution. About 77% of uninsured adults who were employed during 1983 worked for a private company, 10% worked for government, and 13% were self-employed. Compared to the insured, the uninsured were marginally less likely to work for government (Uninsured: 10%; Insured: 15%), and marginally more likely to be self-employed (Uninsured: 13%; Insured: 9%).

High risk. At particularly high risk of being uninsured were adults who were self-employed, of whom 15% were uninsured.

Type of Industry (See Table Four.)

Distribution. About 39% of uninsured adults who were employed during 1983 worked in service industries, 26% in wholesale and retail trade, and 16% in manufacturing. Compared to the insured, the uninsured were more likely to be in wholesale and retail trade (Uninsured: 26%; Insured: 17%), and less likely to be in manufacturing (Uninsured: 16%; Insured: 26%).

High risk. At particularly high risk of being uninsured were people employed in construction, of whom 16% were uninsured, and people in wholesale and retail trades, of whom 16% were also uninsured.

Type of Occupation (See Table Five.)

Distribution. Twenty-three percent (23%) of uninsured adults who were employed during 1983 were administrators or professionals, 20% were service workers, and 16% were skilled workers. Compared to the insured, the uninsured were more likely to be service workers (Uninsured: 20%; Insured: 12%) and less skilled workers (Uninsured: 11%; Insured: 6%), and the uninsured were less likely to be administrators or professionals (Uninsured: 23%; Insured: 33%).

High risk. At particularly high risk of not having health insurance were less skilled workers, of whom 18% were uninsured, and service workers, of whom 16% were uninsured.

NOTES

¹Daniel J. Friedman and Katherine Swartz, "The Uninsured in Massachusetts," Massachusetts Journal of Community Health, II:2 (1985-1986).

²The standard errors on these estimates are available upon request. In general, the standard errors for the U.S. estimates are less than 1% of the estimates. For the Massachusetts estimates in the 4-5 million range, the standard errors are about 90,000. For the Massachusetts estimates in the hundred thousands, the standard errors are no more than 10% of the estimates, and for estimates below 100,000 the standard errors are about 20% of the estimates.

³Due to the coding and programming of the health insurance status questions by the Bureau of the Census, the Massachusetts estimate of the uninsured does not include the approximately recipients of General Relief in 1984.

⁴The high estimates of uninsured students ages 19 and over may result partially from inadequate understanding of health insurance coverage on the part of student respondents.

Table One

HEALTH INSURANCE STATUS OF MASSACHUSETTS
POPULATION UNDER 65 YEARS OF AGE
1982-1984*

	1982			1983			1984		
	Frequency	(Standard Error)	%	Frequency	(Standard Error)	%	Frequency	(Standard Error)	%
Insured	4,612,000	(92,000)	90%	4,395,000	(90,000)	87%	4,447,000	(91,000)	88%
Uninsured	526,000	(31,000)	10	665,000	(35,000)	13	593,000	(33,000)	12
Total Population Under 65	5,138,000		100%	5,060,000		100%	5,040,000		100%

Data Source: Annual Demographic Files, 1984 Current Population Survey;
Estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and
The Health Planning Council for Greater Boston, Inc.

*Source for 1982 and 1983 data is Friedman and Swartz, "The Uninsured in Massachusetts,"
Massachusetts Journal of Community Health, II (2), 1985-86.

Table Two

HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION (UNDER 65)
BY SEX AND MARITAL STATUS
1984*

Marital Status	Insured %	Uninsured %	Uninsured (For Each Type of Marital Status)
Females 19-64			
Married	22%		7%
Divorced/Separated/Widowed	5	13%	11%
Never Married	8	5	16%
		12	
Subtotal Females (19-64)	35%	30%	10%
Males 19-64			
Married	22%	9%	5%
Divorced/Separated/Widowed	3	5	18%
Never Married	10	24	25%
Subtotal Males (19-64)	35%	38%	13%
Subtotal Females & Males (19-64)	70%	68%	
Remaining Uninsured (Under 19)	30%	32%	
TOTAL UNINSURED POPULATION UNDER 65	100%	100%	

Data Source: Annual Demographic Files, 1984 Current Population Survey;
Estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and
The Health Planning Council for Greater Boston Inc.

*The standard errors for these estimates are available upon request.

9/9/86.a: DAN15

Table Three

HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION
(UNDER 65) BY TYPE OF EMPLOYER
1984*

Type of Employer (Persons 19-64, employed during 1983)	Insured %	Uninsured %	Uninsured (For Each Type of Employer)
Private Company	76%	77%	11%
Government	15	10	7%
Self-Employed	9	13	15%
Working w/o pay	1	--	--
Total	100%	100%	

Data Source: Annual Demographic Files, 1984 Current Population Survey;
Estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and
The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon request.

Table Four

HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION
(UNDER 65) BY TYPE OF INDUSTRY
1984*

Type of Industry (Persons 19-64, employed during 1983)	Insured %	Uninsured %	Uninsured (For Each Type of Industry) %
Construction	5%	(129,000)	16%
Manufacturing	26	(672,000)	7%
Wholesale and Retail Trade	17	(428,000)	16%
Finance	7	(194,000)	6%
Service	37	(946,000)	11%
Other Industries	8	(209,000)	10%
Total	100%	(2,578,000)	100%

Data Source: Annual Demographic Files, 1984 Current Population Survey;
Estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and
The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon request.

Table Five

HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION
(UNDER 65) BY OCCUPATION
1984*

Type of Occupation (Persons 19-64, employed during 1983)	Insured %	Uninsured %	Uninsured (For Each Type of Occupation) %
Executive, Administrative, Technical, Professional	33%	23%	8%
Sales	10	13	13%
Administrative Support	18	15	9%
Service-related	12	20	16%
Skilled Workers**	20	16	9%
Less Skilled Workers***	6	11	18%
Other occupations (includes Armed Forces)	1	2	--
Total	100%	100%	

Data Source: Annual Demographic Files, 1984 Current Population Survey;
Estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and
The Health Planning Council for Greater Boston, Inc.

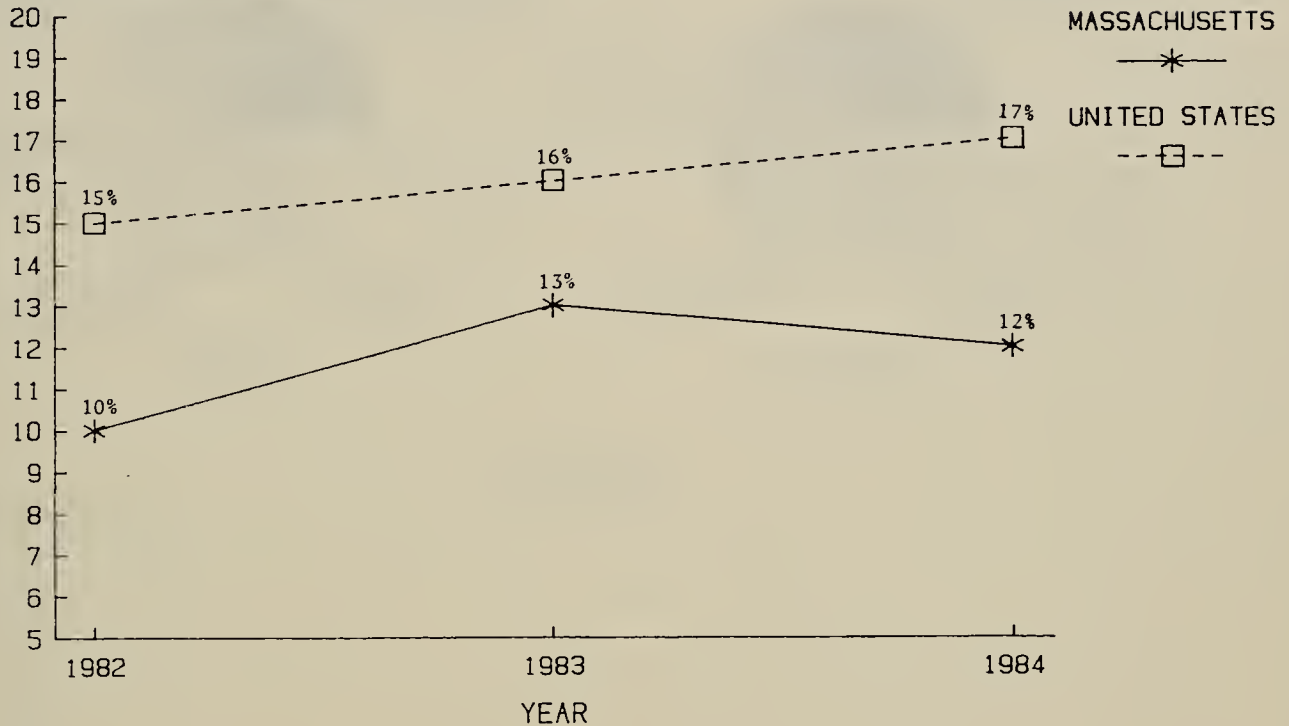
*The standard errors for these estimates are available upon request.

**Craft, Repair, Precision Tool, and Machine Operator

***Transportation & Material Moving, Handlers, Equipment, Cleaners, and Laborers

FIGURE ONE
PERSONS (UNDER 65) WITHOUT HEALTH INSURANCE
% POPULATION, U.S. & MASSACHUSETTS

% POPULATION UNDER 65 WITHOUT COVERAGE

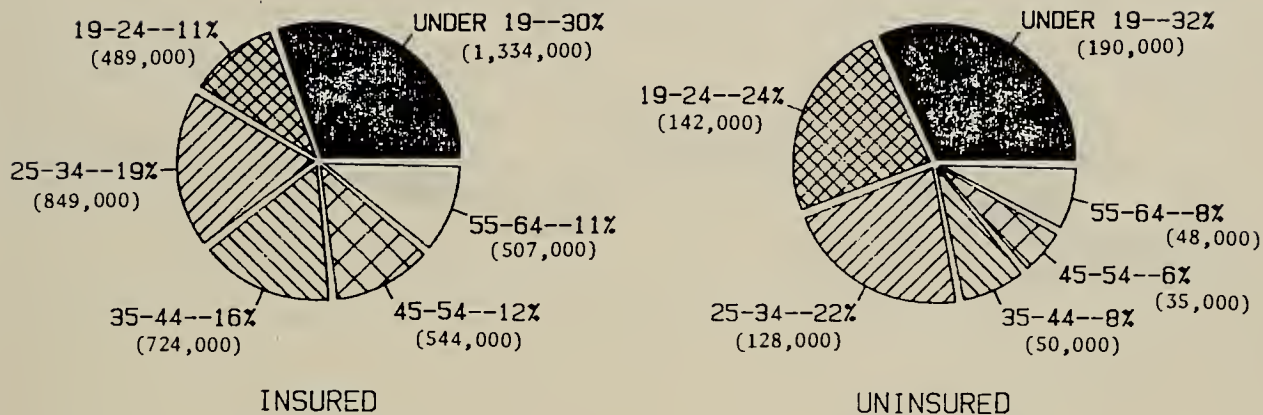


Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute. Source for 1982 and 1983 Massachusetts data: Friedman and Swartz, "The Uninsured in Massachusetts," Massachusetts Journal of Community Health, II(2), 1985-86; source for 1982-1984 U.S. data: Sulvetta and Swartz, The Uninsured and Uncompensated Care, Washington, D.C.: National Health Policy Forum, June, 1986.

Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

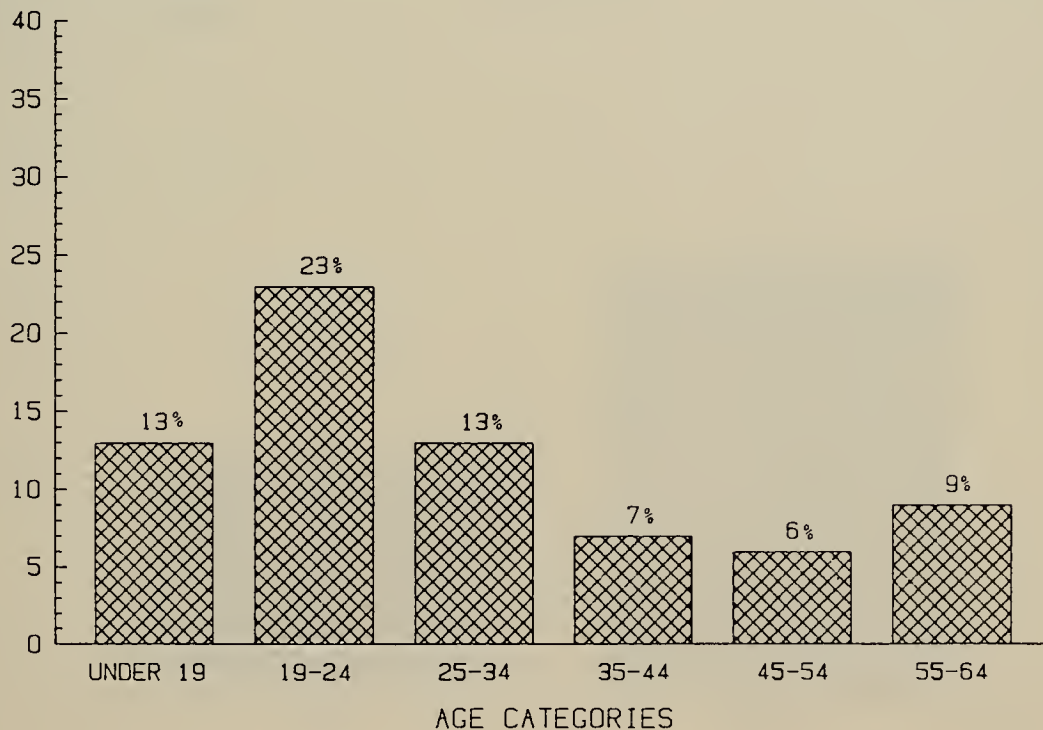
FIGURE TWO HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION (UNDER 65) BY AGE, 1984*

DISTRIBUTION



HIGH RISK

% UNINSURED (BY AGE)



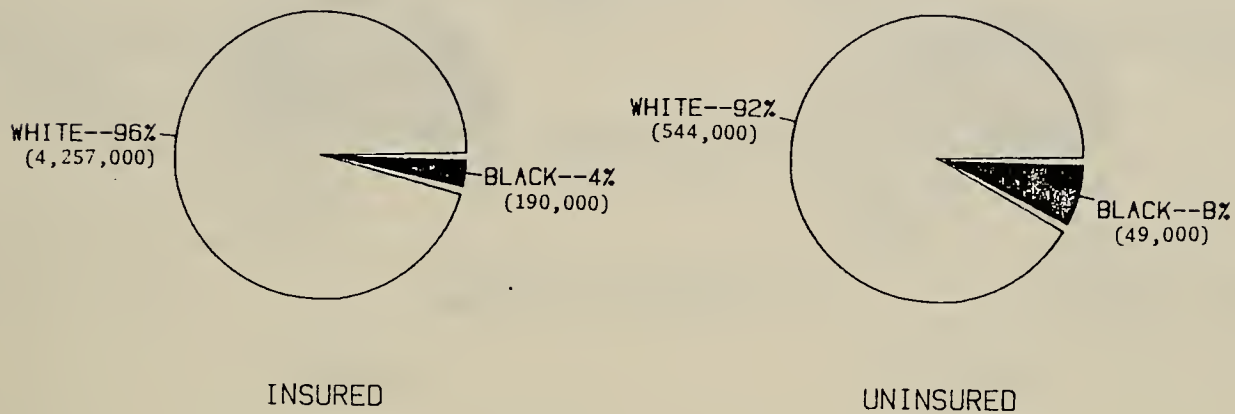
Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon request.

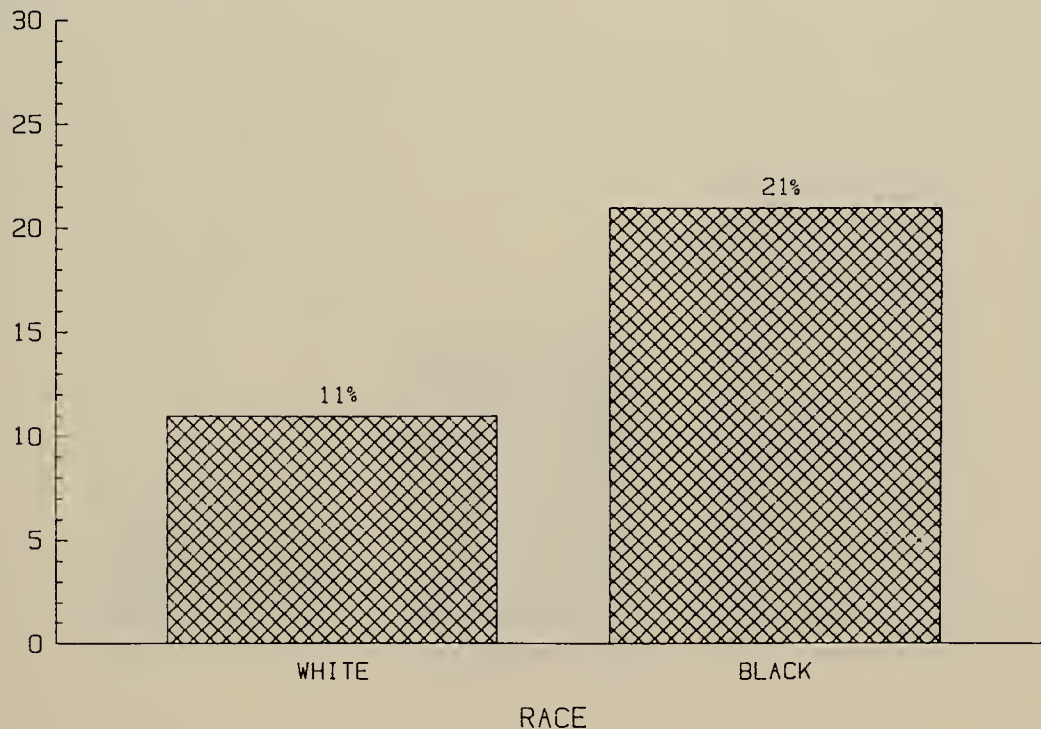
FIGURE THREE HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION (UNDER 65) BY RACIAL CLASS, 1984*

DISTRIBUTION



HIGH RISK

% UNINSURED (BY RACE)



Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute.

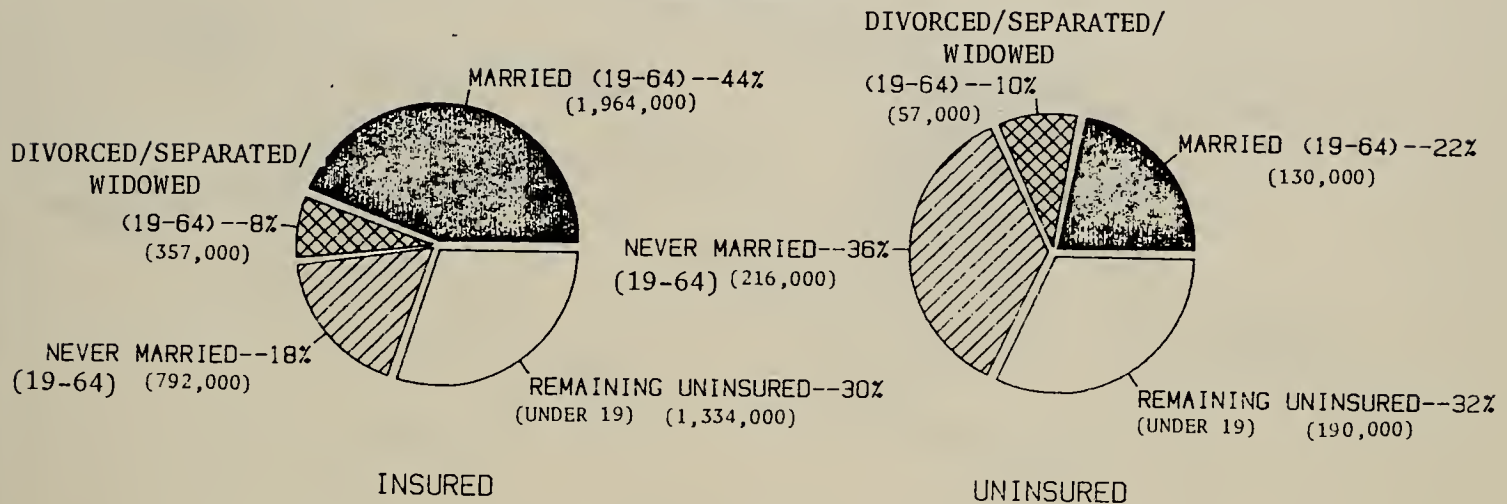
Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon

FIGURE FOUR

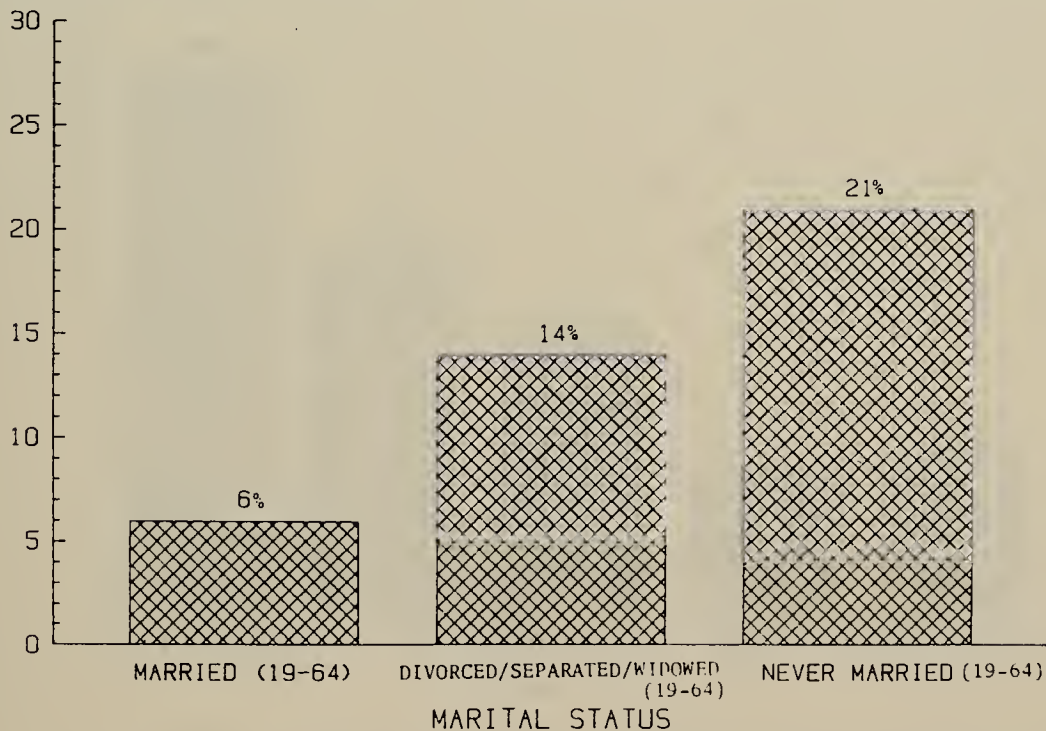
HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION (UNDER 65) BY MARITAL STATUS, 1984*

DISTRIBUTION



HIGH RISK

% UNINSURED (BY MARITAL STATUS)



Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute.

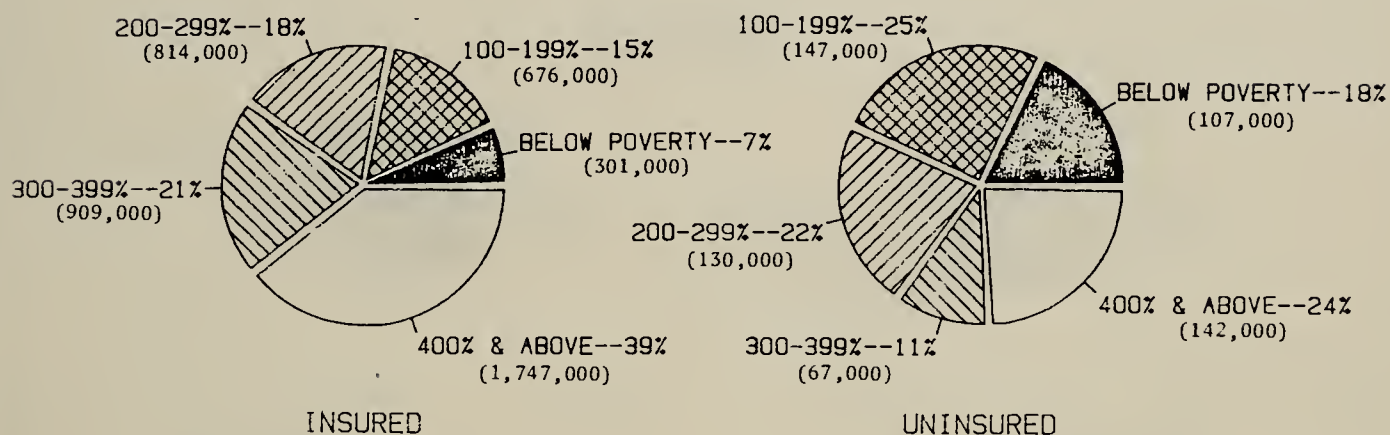
Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon

FIGURE FIVE

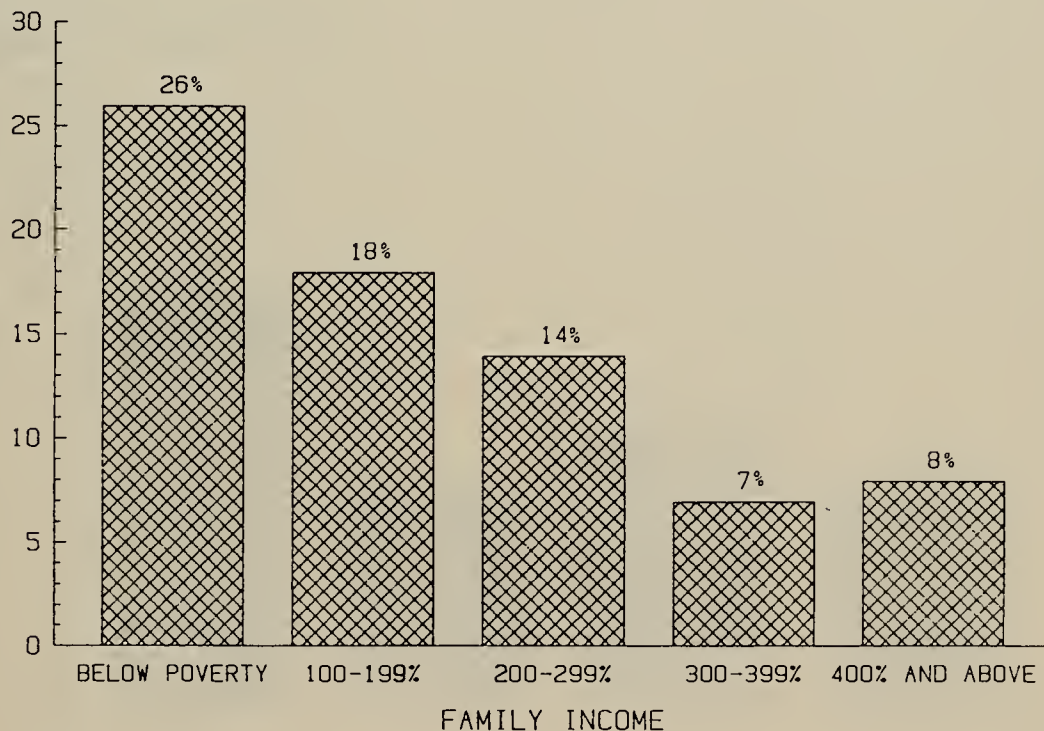
HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION (UNDER 65) BY FAMILY INCOME, 1984*

DISTRIBUTION



HIGH RISK

% UNINSURED (BY INCOME) **



Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute.

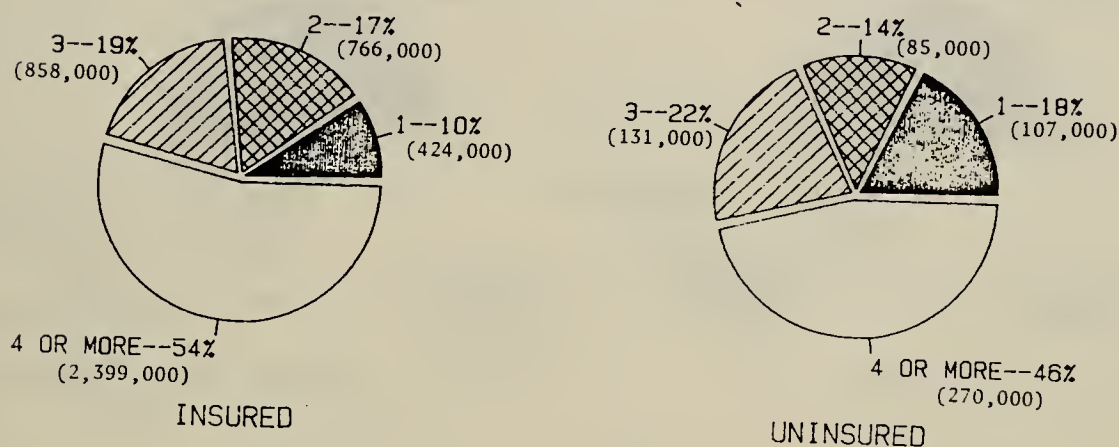
Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon request.

**The basis for definition of income levels is 1984 poverty

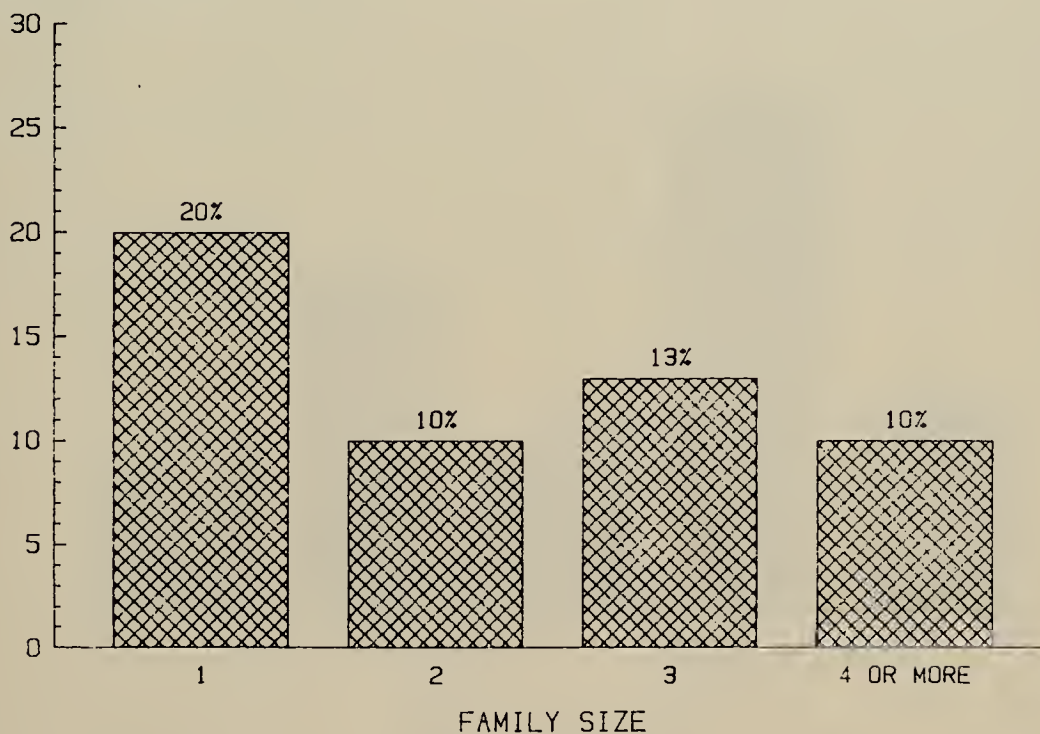
FIGURE SIX
HEALTH INSURANCE STATUS OF MASSACHUSETTS
POPULATION (UNDER 65) BY FAMILY SIZE, 1984*

DISTRIBUTION



HIGH RISK

% UNINSURED (BY FAMILY SIZE)



Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute.

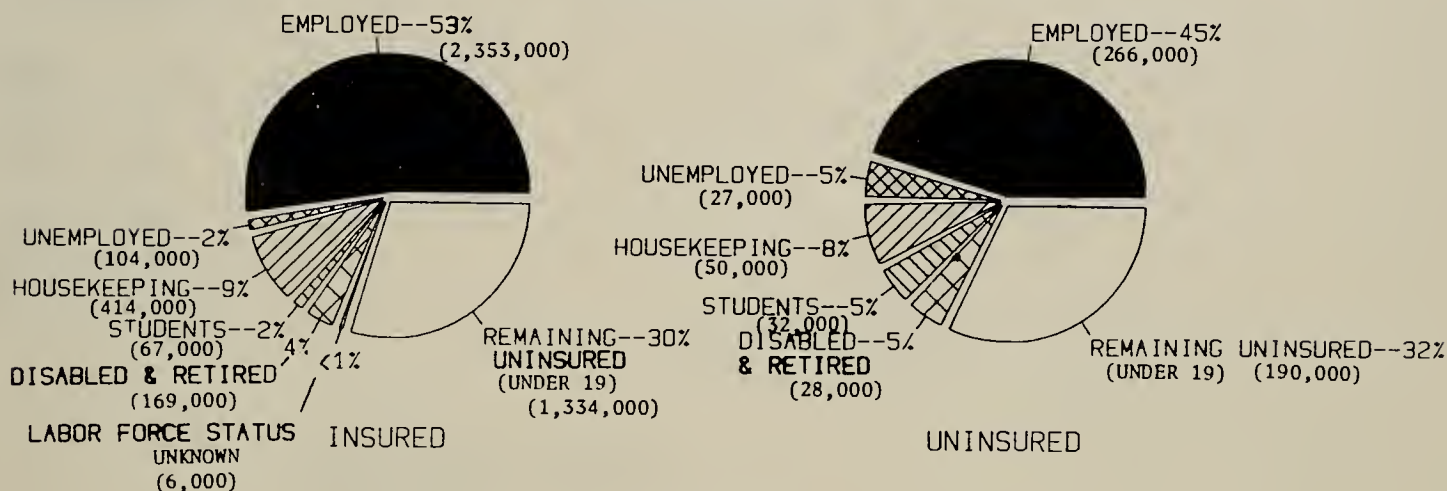
Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon request.

FIGURE SEVEN

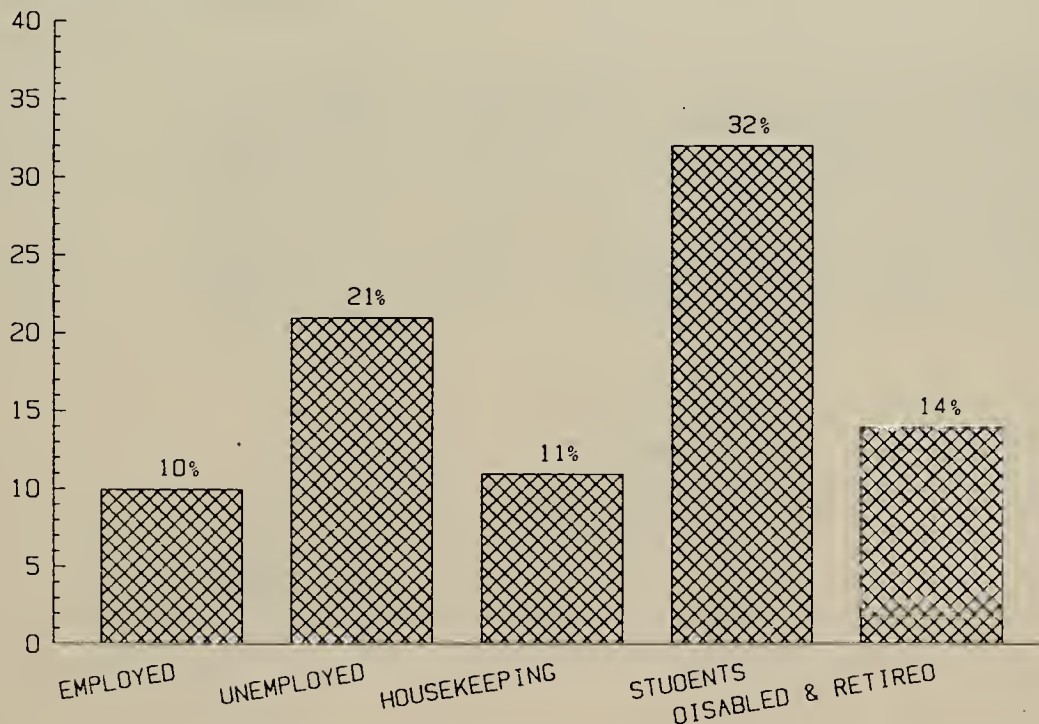
HEALTH INSURANCE STATUS OF MASSACHUSETTS POPULATION (UNDER 65) BY LABOR FORCE STATUS, 1984*

DISTRIBUTION



HIGH RISK

% UNINSURED (BY STATUS)



LABOR FORCE STATUS

Data Source: Annual Demographic File, 1984 Current Population Survey; estimates generated by the Urban Institute.

Prepared By: Blue Cross and Blue Shield of Massachusetts and The Health Planning Council for Greater Boston, Inc.

*The standard errors for these estimates are available upon request



RHODE ISLAND AFL-CIO

194 SMITH STREET • PROVIDENCE, RHODE ISLAND 02908 • 751-7100

OFFICERS

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JAMES F. KILEY
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Staff Representative

VILMA G. MASCIARELLI
Office Manager

September 15, 1986

Arthur Osborne, President
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

Dear Arthur:

I enjoyed the opportunity to spend some time with you at the Workers' Compensation Conference in New Hampshire. I have enclosed the book I mentioned to you about the AFL-CIO position on dictatorships- it should provide you with some come-backs for your single-minded critics. I have also included a brochure from the Institute. I will have Chuck Schwartz, the new director, send you some background on its by-laws, board structure, and funding. Keep you the good fight, and Eddie sends his best.

Fraternally,


George Nee

GN/cvs



The Commonwealth of Massachusetts
Executive Office of Human Services
Department of Public Health
150 Tremont Street
Boston 02111

Bailus Walker, Jr., Ph.D., M.P.H.
COMMISSIONER

September 16, 1986

Burlington News
P. O. Box 8
Burlington, MA 01803
Attn: Felice Greenberg

Re: Lahey Clinic
Project Number 4-3471
NOTICE OF PUBLIC HEARING

Dear Ms. Greenberg:

Please print the enclosed announcement of the public hearing (attached) of the Department of Public Health in the legal section of your newspaper. By law, we are required to print notices at least ten (10) days prior to the hearing. Therefore, please print this notice in the September 18 edition of the paper.

In addition, the notice should be at least two inches deep by three columns wide or at least three inches high by two columns wide.

The bill for the announcement should be addressed to Lee Kelly, Department of Public Health, Determination of Need, 150 Tremont Street, 8th Floor, Boston, MA 02111. Please bill the enclosed Massachusetts Standard Invoice form and include your 13-digit Vendor Code Number.

Sincerely,

John B. O'Donnell
John B. O'Donnell
Program Director

JOD/DC/bm
Enclosure

cc: Parties of Record
David Cavalier
Public File

TO ALL PARTIES OF RECORD

NOTICE OF PUBLIC HEARING

Notice is hereby given that the Department of Public Health will conduct a hearing to permit comment on an application for Determination of Need submitted by the Lahey Clinic for new construction of 87 beds and related support services and the transfer of its cardiothoracic surgery program from New England Deaconess Hospital to the Burlington facility. Lahey Clinic filed an application for Determination of Need under M.G.L. c. 111, s. 25C on September 2, 1986. The hearing will be held on September 30 in the Public Health Council Room, Department of Public Health, 150 Tremont Street, Boston, MA 02111 at 7:00 p.m.

Such hearing shall not be adjudicatory but shall be in the nature of a public forum for the presentation of any comments which may be relevant to considerations by the Department of the need for this project.

Persons wishing to make their views known may appear at the hearing or may submit written comments to the address above, attention Determination of Need Program, within ten (10) days after the hearing.

Bailus Walker, Jr., Ph.D., M.P.H.
Commissioner
Massachusetts Department of Public Health



American Income Life Insurance Company

Executive Offices: P.O. Box 2608, Waco, Texas 76797, 817-772-3050

BERNARD RAPOPORT
Chairman of the Board and
Chief Executive Officer

C

September 11, 1986

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

. . .I am going to try to come up, Art, for the luncheon on October 1. In the event that I cannot, I am going to ask Gerald Dente who is, as you know, our State General Agent, to substitute for me.

We really enjoy participating in the scholarship awards. I guess the fact that I had such a time going to college and working at the same time that one of the joys of having an insurance company enables me to help some kids avoid some of the trials and tribulations that I had to endure.

Anyway, we certainly enjoy working with your council.

Kindest personal regards,


Bernard Rapoport

BR/pn

cc: Gerald Dente (MA)



Not-for-profit
services created
by the AFL-CIO

815 Fifteenth Street, NW
Washington, DC 20005
(202) 662-1990

UNION PRIVILEGE BENEFIT PROGRAMS

*Free
McGraw
& Have
G.C. Handled
this
HRO*

M E M O R A N D U M

To: ALL INTERNATIONAL UNIONS

From: UNION PRIVILEGE BENEFIT PROGRAMS

Subject: UNION PRIVILEGE LEGAL SERVICES -- SUBSCRIPTION INFORMATION

Date: SEPTEMBER 15, 1986

We are pleased to submit the Union Privilege Legal Services program for your consideration. This new, valuable legal services plan is the second in what will be a full range of voluntary member benefits developed and offered through Union Privilege Benefit Programs. We hope your union will participate in this major effort aimed at attracting, maintaining and expanding union membership. Further, you will provide your members the opportunity to obtain sound advice and save money, while continually reminding them of the benefits provided through their union membership.

PROGRAM BACKGROUND

At times your members need legal help or simply have a question of a legal nature. Unfortunately, a visit to a lawyer is usually equated with high costs and uncertainty. The result is non-action and the possibility of a legal question turning into a legal problem.

Recognizing the need for a valuable and affordable alternative, Union Privilege Benefit Programs researched the marketplace to review the types of legal service plans available. We found that some plans were provided as a benefit of employment; we also found commercial voluntary programs (commonly called "prepaid") that required a participation fee. The third method available is the panel program which is provided as a benefit of membership. It is this concept which we have adopted.

A key element of any legal services plan's success is the membership's awareness of the plan and their understanding as to how it works. By utilization of the plan the member receives the help he or she needs and the attorney is provided the client base he or she desires.



UNION PRIVILEGE BENEFIT PROGRAMS

Not-for-profit
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by the AFL-CIO

815 Fifteenth Street, NW
Washington, DC 20005
(202) 662-1990

September 15, 1986

Dear Trade Unionist:

The recent, favorable media coverage given to the AFL-CIO's Union Privilege Benefit Programs - especially the introduction of our MasterCard program - was most heartening. Many of you are or will be taking advantage of this first major benefit offering.

I'm pleased to announce the second member benefit program - Union Privilege Legal Services. Union members nationwide now will be able to obtain free advice and low-cost legal services. Through this legal services plan, every member of a subscribing union may participate. There is no enrollment charge and no cost to the union for the service.

This unique program's goal is to remove the mystique of legal services by providing members with a with clear explanation of services and the costs involved. Further, the Union Privilege Benefit Programs oversees the national lawyers network to insure its continued quality and service to union members. The program is a pioneering step in preventive law . . . stopping personal legal questions from becoming legal problems.

I urge you to review the attached descriptive materials. To participate, sign the subscription agreement and forward it to Union Privilege Benefit Programs. You will then receive materials which will enable members to take advantage of this new, valuable benefit.

If you have any questions, contact Ray Denison, Union Privilege Benefit Programs, 815 15th Street, N.W., Suite 801, Washington, D.C. 20005, (202) 662-1990.

Sincerely,

President

LK:ko

When provided as a no-fee membership benefit, the educational and promotional effort relies on the sponsoring organization - in our case the AFL-CIO and your union. When publicized professionally and frequently, members learn of the program and use it.

Through our wide communication system (i.e. union journals, newsletters, union meetings and work sites, etc.), we can effectively spread the word about this valuable benefit. Importantly, it allows all members of a subscribing union to avail themselves of this important benefit without the fear of high cost.

UNION PRIVILEGE LEGAL SERVICES BENEFITS

The program's goal is to allow your members to practice preventive law. Any member of a subscribing union, his or her spouse, or dependents may seek help and answers to their legal questions from a qualified panel lawyer on a no-cost basis for many initial services with a sizable discount from fees should the matter be more complex. No enrollment fee is required thereby allowing each member to immediately participate.

Specifically, the program's benefits are as follows:

- o FREE Consultation -- members meet with a participating lawyer -- at the attorney's office or by phone -- on any matter they choose. There is no limit on the number of consultations your member may have, provided each is about a separate matter. However, there is a 30 minute limit on any one consultation.
- o FREE Document Review -- Members can avoid mistakes by understanding what they sign. Important papers -- leases, insurance policies, installment sales contracts, to name a few -- are carefully reviewed. They are provided an oral explanation of terms and specific questions are answered. Written evaluations are not part of this benefit nor are documents written by the participant or for use in a business capacity.
- o FREE Follow-up Services -- Sometimes a problem can be solved by having a lawyer write a letter or make a phone call on the member's behalf. If the consulted lawyer thinks so, a letter will be written or a telephone call made -- at no cost.
- o 30% Discount on Additional Services -- When a member is faced with a more complex legal matter, the participating lawyer will charge 70% of the normal fee -- a full 30% discount. In a contingent fee case -- where the lawyer's fee comes out of any recovery or award obtained -- or on a business matter, a smaller discount may apply. Also, flat fees may be available for some commonly needed services, such as a simple will or an uncontested divorce.

- o Written Fee Agreement -- The participating lawyer will provide an agreement on fees -- this protects the member and prevents any surprises.
- o Quality Control -- Your member's opinion counts! Each time the Union Privilege Legal Services is used, he or she will be asked to evaluate the lawyer and the provided service. A simple, short form is provided by the lawyer and returned directly to the program administrator. The member chooses whether to identify him or herself or not.
- o Grievance Procedure -- In the unlikely event of a disagreement with the lawyer regarding fees or other matters, the program will try to resolve it through informal mediation or, if necessary, arbitration.

Excluded matters

Being a union program, matters involving any union, related organization or union official are not included.

There may be times when a lawyer will not accept a particular case.

How Members Contact Lawyers

Each subscribing union will receive a listing of participating attorneys broken down by state and locality. Each union will be requested to distribute the list to its leadership on a locality-by-locality basis. Members will be notified through union journals, newsletters and by notices of names and addresses of lawyers or how to obtain a list of local participating attorneys.

Participating Lawyers

The panel of lawyers serving the program was selected from lawyers involved with the labor movement and those involved in similar group plans.

Each selected lawyer has to --

- o be interested in serving union members;
- o agree to provide all program benefits, both free and discounted;
- o provide written fee agreements to all program participants;
- o keep each member fully informed of the status of his/her case;
- o and, abide by the administrative responsibilities of participation.

Roughly comparable legal plans cost up to \$150 a year. The buying power of more than 13 million union members, coupled with the lawyer's ability to serve the union member and make contact to help with future legal needs results in the free and discounted services.

MARKETING AND PROMOTION

Promotion of this program will be conducted by each subscribing union.

Union Privilege Benefit Programs will professionally design, produce and provide each participating union with the following:

- o editorial news releases
- o camera ready artwork (various sizes) for use in publications and posters
- o brochure artwork -- camera ready -- containing space for personalization
- o a suggested promotion schedule -- as a guide
- o artwork for a question and answer card format
- o a geographical listing of participating lawyers with periodic updates

We will work closely with the program administrator, the National Resource Center for Consumers of Legal Services, in monitoring and evaluating the program on an ongoing basis. This includes lawyers' reports, member evaluations and overall program operations. The program administrator at the Center is William Bolger.

CONCLUSION AND RECOMMENDATION

Union Privilege Legal Services is an important, valuable and appreciated member benefit. Your members will now be able to engage in preventive law. As you know, many legal problems can be avoided through planning, review and knowledge, or be resolved at the earliest stage through prompt action. Through this program, initial consultations cost nothing, additional services are provided at a significant discount and the participating panel lawyer is interested in serving your member.

Organizationally, this program will work with others through Union Privilege Benefit Programs, to help each union better serve its current membership and provide a potent tool in membership organizing activities. The benefits you can provide to associate members can further be enhanced by the addition of the legal services plan.

We recommend participation and ask that you return the two signed copies of the subscribing union agreement to Union Privilege Benefit Programs at the address below. If you wish to discuss the program details and ask any questions, please contact:

Ray Denison
President
Union Privilege Benefit Programs
815 15th Street, N.W., Suite 801
Washington, D.C. 20005

Phone: (202) 662-1990

U.S. Department of Labor

Employment and Training Administration
John F. Kennedy Federal Building
Boston, Massachusetts 02203



Reply to the Attention of:

ITGR

SEP 18 1986

Mr. Arthur Osborn
President
Massachusetts AFL/CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

The Department of Labor will hold public meetings as part of a reexamination of the Employment Service (ES). You are cordially invited to participate in these meetings which will be held on October 15 in San Francisco; October 17 in Denver; October 21 in Atlanta; and October 23 in Washington, D.C.

The purpose of these meetings is to disseminate the rationale for reexamining the Employment Service and to provide interested parties an opportunity to present orally or submit in writing their views of the issues and alternatives related to the ES mission, administration and operations. Although a public notice on these meetings appeared in the Federal Register, I want to be sure that you are aware of the meetings and I urge you to attend and to inform your colleagues (or State or local counterparts) of the opportunity.

The enclosed Federal Register notice provides more information about the purpose, times, locations, and registration for the meetings. The notice also provides guidance on how and where to submit written comments.

I sincerely hope you will join us in October and share your views.

Sincerely,

A handwritten signature in cursive script that reads "Robert J. Semler".

Robert J. Semler
Acting Regional Administrator

Enclosure



U.S. Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20301

U.S. Department of Labor

(100)

Very truly yours,

100-1-100

Mr. William J. Donovan
President
American Bar Association
1000 Pennsylvania Avenue, N.W.
Washington, D.C. 20004
Dear Mr. Donovan:

The Commission on Labor will hold public hearings on the
implementation of the Equal Employment Opportunity Act of 1962
in the District of Columbia on Tuesday, October 22, 1963.
The Commission is in the District of Columbia on Tuesday, October 22, 1963.

The purpose of these hearings is to discuss the progress of
the Commission's work and to discuss the progress of the
Commission's work in the District of Columbia. The Commission
is in the District of Columbia on Tuesday, October 22, 1963.
The Commission is in the District of Columbia on Tuesday, October 22, 1963.

The Commission is in the District of Columbia on Tuesday, October 22, 1963.
The Commission is in the District of Columbia on Tuesday, October 22, 1963.

I am sure you will find the Commission's work very interesting.

Sincerely,
John F. Kennedy

John F. Kennedy
President
The White House
Washington, D.C. 20503

✓

Monday
September 15, 1986

Part VI

Department of Labor

Employment and Training Administration

**Reexamination of the Purpose and Role
of the Employment Service; Notice of
Public Meetings and Request for
Comments**

DEPARTMENT OF LABOR**Employment and Training Administration****Reexamination of the Purpose and Role of the Employment Service; Public Meetings**

AGENCY: Employment and Training Administration, Labor.

ACTION: Notice of public meetings; request for comments.

SUMMARY: The Employment and Training Administration (ETA) of the Department of Labor is announcing four public meetings to be held to provide interested parties opportunities to present oral or written views to ETA on issues related to the purpose of the Employment Service, and its ability, in the future, to respond to labor market needs.

DATES: The dates of the four public meetings are as follows:

October 15, 1986: San Francisco, California

October 17, 1986: Denver, Colorado

October 21, 1986: Atlanta, Georgia

October 23, 1986: Washington, DC

Persons desiring to present oral statements at the meeting must provide the Employment and Training Administration (ETA) a notice of intent to appear, postmarked on or before October 2, 1986.

Written statements from persons not presenting oral statements must be postmarked no later than October 29, 1986.

ADDRESSES: The meetings are open to the public. The locations of the public meetings are shown below.

San Francisco—Ramada Renaissance Hotel, 55 Cyril Magnin Street, San Francisco, California 94102, 415-392-8000.

Denver—Holiday Inn Denver Downtown, 1450 Glenarm Place, Denver, Colorado 80202, 303-573-1450.

Atlanta—Georgia International Convention and Trade Center, 1902 Sullivan Road, College Park, Georgia 30337, 404-997-3566.

Washington—J.W. Marriott Hotel, 1331 Pennsylvania Avenue, NW., Washington, DC 20004, 202-393-2000.

Notices of intent to present oral statements must be mailed to the addresses listed below. Persons planning to come to a public meeting should call the appropriate ETA regional office, at the telephone number listed below, to indicate their attendance.

For the San Francisco Meeting: U.S. Department of Labor, Employment and Training Administration, 450 Golden

Gate Avenue, Box 36084 (Room 9108), San Francisco, California 94102, 415-556-7414.

For the Denver Meeting: U.S. Department of Labor, Employment and Training Administration, 1961 Stout Street, Room 1668, Denver, Colorado 80294, 303-844-4477.

For the Atlanta Meeting: U.S. Department of Labor, Employment and Training Administration, 1371 Peachtree Street, NE., Room 400 Atlanta, Georgia 30367, 404-347-4411.

For the Washington Meeting: U.S. Department of Labor, Employment and Training Administration, 3535 Market Street, Room 13300, P.O. Box 8796 Philadelphia, Pennsylvania 19101, 215-596-6336.

Written statements from persons not presenting oral statements should be mailed to: Shirley Peterson, Administrator, Office of Employment Security, Employment and Training Administration, Room N4470, 200 Constitution Avenue, NW., Washington, DC 20210.

FOR FURTHER INFORMATION CONTACT:

Robert Schaerfl, Director, U.S. Employment Service, Employment and Training Administration, Room N4470, 200 Constitution Avenue, NW., Washington, DC 20210. Telephone: 202-535-0157.

SUPPLEMENTARY INFORMATION: Over the next few months, the principles which currently guide the Employment Service system will be the subject of a Department of labor review. The review will examine two basic concerns:

1. The central purposes of the Employment Service, and
2. The ability of the Employment Service to respond to the dramatic shifts in the labor force makeup and the demands these shifts will have on public labor exchange activities of the future.

The Employment and training Administration (ETA), Department of Labor will host four public meetings to provide an opportunity for interested parties to present orally or submit in writing their views to ETA on issues related to the purpose of the Employment Service and its ability, in the future, to respond to labor market needs.

The Department of Labor has identified key issues to be addressed in its reexamination of the Employment Service. This Federal Register notice briefly discusses each issue and requests interested parties to present their views on the issues. Respondents are also encouraged to present their views on other related issues that may not be specifically addressed by this notice.

The notice also presents a rationale for reexamination and explores the need for change, given the lack of clarity surrounding the purpose of the Employment Service and expected labor market needs of the future.

Rationale for ES Purpose and Role Change

The dedicated employees of the Employment Service share a history rich in accomplishment. Asked again and again during a 53-year history to take on new challenges, they have responded quickly and effectively. For millions of America's workers, the Employment Service provides a smooth transition from unemployment to work. For thousands of America's employers, the Employment Service provides a steady stream of qualified workers. The newest challenge is the Year 2000; and once again the Employment Service is being asked to respond to the challenge.

The particular genius of America and her public institutions has always been the ability to respond—from the 90-day wonder of Liberty Ship production in World War II to the touch down on the lunar surface in 1969. Our people and institutions have met astounding challenges.

Traditionally, it has taken a "jolt" for us to react: World War II or Sputnik. There is a new jolt afoot. It is the Year 2000. But this is an unfamiliar catalyst. It lacks the clarity of surprise attack or the visible evidence of another nation's spacecraft streaking across our sky. The signs are less obvious to the general public, but no less urgent in their importance for our country. Most of us feel them as isolated episodes:

- The slow death of regional industries
 - Spreading worker dislocation
 - Loss of markets to international competition
 - Soaring school dropout rates and an epidemic of illiteracy
 - Changes in the nature of work and the profiles of available workers
- Between now and the end of the century, we may experience pervasive mismatches between workplace needs and workforce capabilities. It is a public emergency of the first order, but it is moving in slow motion. Unattended, it will jeopardize every worker and business in America. The time to encounter our nation's future is now.

Reexamination of Employment and Training Institutions

Secretary of Labor William E. Brock has launched a series of initiatives to examine the role and functions of government training and employment programs. The intent of this effort is to

lay the needs of the Year 2000 alongside our current institutions in order to identify:

- Where they are strong
- Where they are weak
- And the critical changes that must occur

The process reflects an exercise in practical, good sense management, exclusive of partisan or ideological debate. A workforce in conscious jeopardy demands no less. Resources are scarce, needs are intense, and roles are changing. America's training and employment programs must reflect our society's best efforts to position the nation's workforce and business for the future. This means a hard and honest look at our institutions followed by an agenda for action. Training and retraining programs were reassessed as part of the enactment process for the Job Training Partnership Act (JTPA). The reassessment continues as JTPA, after 4 years, is again being reviewed by the Department and by Congress. The unemployment insurance program is currently under review, particularly the area of administrative financing.

Attention is now being turned to the third major instrument of labor market policy: The Employment Service. The Employment Service can be proud of its hard work and contributions in assisting citizens and businesses. It is the nature of its future contributions which must be reexamined in light of the demands of the new century. The needs for a public presence in the business of the workforce and the workplace is not in question. The question is what kind of presence and what kind of public. Of those activities performed by the Employment Service, which will provide the best solutions for the Year 2000? Which activities best match the future needs of employers and workers?

Through this reexamination, attention is focused now on what the basic purpose and functions of a public labor exchange—currently reflected in the Wagner Peyser Act—must be. Direct labor exchange refers to the formalized process of matching workers to jobs. Components may include a job order, registration of applicants, an interview and/or test, a referral and placement. Functions currently imposed on the Employment Service by other legislation are not at issue. These responsibilities, which Congress has mandated over the years, will continue. How they are to be carried out, and by whom, will be considered when the basic purpose of a public labor exchange of the future has been charted.

The United States Employment Service

Late in the 19th century, local and State government joined charitable efforts in public concern about employment placement. Federal participation began with the Division of Information, Bureau of Immigration and Naturalization, in 1907 with 50 local placement offices as well as a procedure for employers to post notices of job vacancies at immigration ports of entry. The American genius to respond was at work.

In 1933, at the depths of the Great Depression, the Wagner-Peyser Act was passed, forging the present Federal/State Employment Service. Initially, its role was to screen and place millions of workers into federally funded public works and job creation projects. In 1935, the Social Security Act established the nation's system of Unemployment Insurance. This was combined with the Employment Service in a system of State employment security agencies (SESAs) and made registration with the Employment Service a condition of receiving unemployment benefits.

As the economy started to revive, the Employment Service shifted its efforts toward placement into private sector jobs. Mobilized and federalized during World War II to handle war labor needs, it returned to its Federal/State structure in the post-war years.

Over the next several decades, administrative and enforcement responsibilities for various Federal income transfer programs were added to the Employment Service role. In the 1960s, agency attention began to be focused upon persons experiencing difficulty in the labor market rather than on the mainstream workforce.

The Employment Service entered the 1970s and 80s a veritable Christmas tree upon which were hung a variety of special programs and emphases:

- Labor exchange duties
- Enforcement
- Compliance
- Labor market information gathering activities
- Focus upon the poor
- Focus upon the employer
- Focus upon veterans
- Focus upon the handicapped
- Responsibilities relating to alien labor certification
- Housing inspections for agricultural workers
- Focus upon trade impacted and dislocated workers

By this time, the Congress and Federal policy makers had set up new and additional training and employment programs: Job training programs (like the Comprehensive Employment and

Training Act and JTPA) as well as a host of community action agencies. The Employment Service and these new institutions often served similar target groups and resources were spent by different agencies on similar activities. Coordination and cooperation among these institutions has varied significantly from one State and community to another.

Recognizing the conflicting nature of the long list of special emphases, the 1982 amendments to the Wagner-Peyser Act provided to each State more authority for setting Employment Service priorities and goals.

In 1986, the Employment Service is funded at a level of approximately \$800 million and consists of over 2,000 local offices. Earnest, pulled in multiple directions, successful in episodes, and saddled with a negative public image driven by its "jack-of-all-trades" mandate, the institution stands at a critical juncture—only 14 years from the turn of the century. Can the Employment Service accommodate America's needs for the Year 2000 in its present state?

The history of the Employment Service has shown us several "themes." These tell us some reasons why the agency performs as it does. The next logical question is how does the Employment Service perform?

• *Employers and the Employment Service:* A relatively small proportion of employers use the Employment Service and it accounts for a small percentage of all placements:

- Less than 10% of all job placements are attributable to the Employment Service
- Only 9% of Employment Service job openings in Program Year 1984 (July 1, 1984—June 30, 1985) were professional, managerial, or technical

The largest volume of vacancies listed with the Employment Service are for relatively poorly paid, entry-level positions in domestic service jobs, clerical occupations and high-turnover blue collar jobs. Employers using the Employment Service most frequently include restaurants, hospitals, gas stations, personal service firms, hotels, insurance companies, and retailers.

• *Types of Applicant:* The breakout of those served by the Employment Service in Program Year 1984 (July 1, 1984—June 30, 1985) was:

- 45.7% female
- 31.6% minority
- 25.3% under 22 years of age
- 12.7% veterans
- 3.8% dislocated workers
- 3.4% handicapped

• *Applicant Labor Exchange*

Services: The labor market has about 116 million workers. The majority of job matching does not involve any intermediary institutions, but instead is achieved by jobseekers applying directly to firms. Only one third of jobseekers use public or private agencies. Fifteen million people completed an Employment Service application in Program Year 1984 (July 1, 1984—June 30, 1985):

- About 7 million of these applicants were referred to a job
- About 3 million applicants were hired in unsubsidized jobs
- Most of the jobs in which they were placed were entry level
- The average wage for individuals placed was \$4.46

• ***Applicant Services Other Than Job Placement:*** Of the 15 million people who completed an Employment Service application in Program Year 1984 (July 1, 1984—June 30, 1985), about:

- 9% received supportive services, such as referral to health, transportation or day care services
- 4% were tested
- 4% were counselled
- 2% received job search training
- 1% were referred to training

The percentages are not additive since an individual could have received several or all of the above services.

Employment Service Funding:

Principal funding for the operation of the Employment Service comes as part of a payroll tax collected under the Federal Unemployment Tax Act (FUTA) which goes into a trust fund called the Employment Security Administration Account. This is allocated among States on the basis of civilian labor force and unemployed individuals. In Program Year 1986 (July 1, 1986—June 30, 1987), the basic exchange activities for the Employment Service were funded for \$758,135,000. An additional \$31,400,000 was allocated to States as reimbursement for national activities conducted by the Employment Service.

Is today's Employment Service ready for tomorrow's labor market?

The Year 2000

Despite the American ability to react creatively on short notice, we also have the capacity to identify many problems years before they are upon us and to take measures to alleviate or avoid them altogether.

Shortly after his appointment as Assistant Secretary, Roger Semerad launched a major study of trends in the work force through the year 2000. Several of these trends, listed below, are of critical importance in assessing the

future role of a public labor exchange in the U.S. job market.

The Workplace

• The rapid pace of job creation in the United States will continue through the end of the century. As a result of slower labor force growth, there may be tighter labor markets and—potentially—skill shortages.

• Employment expansion will be accompanied by rapid changes in the nature and composition of jobs, as existing industries and firms adapt and new enterprises emerge in response to new technologies and the pressure of foreign competition.

• As a result of this accelerated rate of change, the culture of the American work place will be profoundly affected: Workers will change jobs five or six times during a normal worklife.

• Also, as a result of these technological and competitive pressures, many new and existing jobs will require higher levels of analytic, quantitative and verbal skills.

• These trends will have a significant geographic dimension. While most additional jobs through the year 2000 will be in large, established metropolitan areas, the highest rates of job growth will be in smaller, developing urban areas, largely in the sun-belt. Labor supply and demand are likely to be in imbalance in many areas.

The Work Force

• There will be a slowdown in the growth of the work force over the next 15 years; the rates of increase will be slower than at any time since the 1930s.

• The pool of young workers entering the labor market will shrink—declining both relatively and absolutely.

• However, the proportion of the youth labor force that is minority will increase substantially.

• Women will account for two-thirds of labor force growth.

• Immigrants will represent the largest share of the increase in population and work force since the first World War.

• Thus, most labor force growth through the year 2000 will come from sectors in the population—women, minorities, immigrants—which have traditionally been underutilized and suffer from labor market problems.

• In addition, it is likely that workers who are permanently dislocated, with obsolete skills, will increase well above the current 1.5 million level.

A Public Labor Exchange in the Year 2000

As a result of the convergence of these trends by the year 2000, the labor

market and work place of the future will be substantially different from what we have today. Moreover, the Nation faces the grave possibility of a mismatch between the demands of employers and the capacity of the available work force to meet these demands. This critical mismatch reflects a clear and present danger. No sector of the American economy can afford a growing underclass that cannot qualify for or keep jobs or a growing pool of experienced displaced workers who, because of structural or other factors, are ill-equipped for reemployment.

The public labor exchange of the future must have the capacity to adapt to these emerging challenges of the labor market of the year 2000. Specifically,

• A public labor exchange should have the flexibility which will be required to effectively meet the rapidly changing requirements of employers in the labor market of the future.

• It must be capable of adapting to anticipated major geographic shifts in employment growth.

• It must be a position to play an effective role in achieving a match between the types of workers who will be entering the work force of the future and the emerging demands of employers for more adaptable, more literate, more highly motivated workers.

• In general, the public labor exchange's role and organizational configuration should enable it to facilitate the operation of the labor market of the year 2000.

Key Issues in the Review of the Employment Service

These challenges to the public labor exchange of the future, posed by labor market trends through the year 2000, raise five key issues which will provide the basis for this review of the Employment Service:

1. Does the labor market of the future require a public labor exchange?

2. If so, what public labor exchange services would be most effective in addressing the future needs of the labor market?

3. Which groups in the work force should receive public labor exchange services or should the work force as a whole receive such services?

4. What roles should be played by the Federal, State and local governments and the private sector in the administration of public labor exchange activities?

5. What should be the nature of the relationship between the public labor exchange system, the Unemployment Insurance system, the Job Training Partnership Act system, and other State

economic development and human resource programs?

The following summary of issues and questions is not exhaustive and is not prioritized. It is presented to begin a process for hearing the public's views on a public labor exchange.

1. Does the labor market of the future require a public labor exchange?

Proponents of a public role in the labor exchange process argue that it contributes to an improved economy by reducing frictional unemployment and performs an equity function by placing in jobs those individuals who might otherwise remain unemployed. Others question whether we really need an expensive public system through which less than 10 percent of the nation's job openings are filled. This issue must be considered within the context of the labor markets of the future: Many agree that we face possible labor shortages by the Year 2000 which may require better matching of workers and jobs.

a. Will the market place of the future adjust to the emerging challenges without a public labor exchange intervention?

b. If certain labor exchange services are essential to the smooth functioning of the labor market are they best performed by a public labor exchange agency?

c. Is there a better way to meet the needs of the future labor force than traditional labor exchange activities?

2. What public labor exchange services would be most effective in addressing the future needs of the labor market?

Services which could be provided by any labor market intermediary might include:

- Direct placement activities
- Individualized job development
- Intake, assessment, and referral to training opportunities or jobs
- Testing
- Specialized recruitment for employers
- Preliminary screening of applicants for employer job orders
- Technical employer services, such as occupational analysis
- Community labor market information and occupational information
- Job search training

This list is far from complete. Which of these services, or others, provide the most affordable and efficient public response to the expected changes in our workforce and workplace?

a. Should direct referral to jobs be a publicly-funded service?

b. Should a public labor exchange of the future act as a community intake, assessment, and referral arm for a

consolidated human resource delivery system including JTPA and other programs?

c. Should public labor exchange activities in the future be exclusively focused on production and dissemination of community and State labor market and occupational information?

3. Which groups in the workforce should receive public labor exchange services or should the workforce as a whole receive such services?

Some argue that public labor exchange services should be available to all job applicants. Others argue that in a time of diminishing resources, service should be limited to those traditionally most in need. Still others suggest that the labor market needs of the future require priority attention to those who will be facing the most severe difficulties.

In any case, the debt that this nation owes its veterans is strongly imbedded in both legislation and in the mandate to provide priority employment related services to veterans. Groups which are mandated by law to receive priority or special services will continue to receive them in the spirit and letter of the law.

a. Should public labor exchange service be available to all job applicants?

b. Should specific functions, such as labor exchange, labor market information, and job search training be provided to designated groups only?

c. Should labor exchange services of the future serve only the job ready?

d. Should labor exchange functions only be provided in designated areas such as:

- Enterprise zones?
- High unemployment zones?
- Areas of private business expansion?

e. Should each State and local area have the discretion to determine who is best served by public labor exchange activities?

4. What roles should be played by the Federal, States and local governments and the private sector in the administration of public labor exchange activities?

The process of providing maximum local flexibility to meet local needs is likely to continue. It is generally recognized that future labor market problems will require diverse approaches in different locations and for different industries and groups.

a. Should the States have full discretion to deliver the mix of services which will comprise their public labor exchange system?

b. Should governors have the authority to further delegate the authority for public exchange services to local governments?

c. What could the private sector do to facilitate the operation of the overall labor market within the community?

5. What should be the nature of the relationship between the public labor exchange system, the Unemployment Insurance system, and Job Training Partnership Act system, and other State economic development and human resource programs?

Currently several labor market deliverers such as vocational education, JTPA, the Employment Service, all serve similar, and in some cases, the same clients with the same range of services. To complicate matters, a layer of community based organization, and even their subcontractors, offer similar intake, assessment, interview, labor market information, and placement services.

a. Should State have the discretion to determine the extent of coordination of separate systems, including consolidation of the Employment Service and JTPA?

b. Should specific relationships and nonduplicative functions be defined by regulation or legislation?

c. Should joint planning among human service program deliverers be strengthened or more clearly defined?

Notice of Public Meetings

To explore fully the above issues, and any other Employment Service issues which interested parties may wish to raise, ETA is conducting a series of four public meetings.

Locations and Dates

The meeting locations and dates are as follows:

October 15, 1986: San Francisco,

California

October 17, 1986: Denver Colorado

October 21, 1986: Atlanta, Georgia

October 23, 1986: Washington, DC

The meetings will commence at 9:00 a.m. and adjourn at 4:00 p.m. There will be a one-hour break for lunch (12:00 p.m.-1:00 p.m.). The meetings are open to the public. The locations of the public meetings are shown below:

San Francisco—Ramada Renaissance Hotel, 55 Cyril Magnin Street, San Francisco, California, Telephone: 415-392-8000.

Denver—Holiday Inn Denver

Downtown, 1450 Glenarm Place,

Denver, Colorado 80202, Telephone:

303-573-1450.

Atlanta—Georgia International Convention and Trade Center, 1902 Sullivan Road, College Park, Georgia, 30337, Telephone: 404-997-3566.

Washington—J.W. Marriott Hotel, 1331 Pennsylvania Avenue NW., Washington, DC 20004, Telephone: 202-393-2000.

Participation of Interested Parties

An opportunity to present oral statements concerning the issues raised above will be provided at these public meetings. Notices of intent to present oral statements, postmarked on or before October 2, 1986, must be mailed to the following addresses:

For the San Francisco Meeting: U.S. Department of Labor, Employment and Training Administration, 450 Golden Gate Avenue, Box 36084 (Room 9108), San Francisco, California 94102.

For the Denver Meeting: U.S. Department of Labor, Employment and Training Administration, 1961 Stout Street, Room 1668, Denver, Colorado 80294.

For the Atlanta Meeting: U.S. Department of Labor, Employment and Training Administration, 1371 Peachtree Street, NE., Room 400, Atlanta, Georgia 30367.

For the Washington meeting: U.S. Department of Labor, Employment and Training Administration, 3535 Market Street, Room 13300, P.O. Box 8796, Philadelphia, Pennsylvania 19101.

The notice of intent to present oral comments must contain the following information:

(1) The name, address, and telephone number of each person to appear;

(2) The capacity in which the person will appear;

(3) The approximate amount of time required for the presentation; and

(4) The issues that will be addressed.

This information is necessary to properly schedule persons presenting oral statements. The amount of time requested for each presentation will be reviewed in light of the number of persons or groups wishing to appear and will affect the time limitations of the meetings' schedules. In some cases, the time requested will be modified. To provide all interested parties an opportunity to present their views at the public meetings, the Employment and Training Administration may impose an appropriate time restriction for each presentation or limit presentations to only one person for an organization or interest group.

An audiotape may be made of each meeting, and the proceedings may be transcribed.

Since this is a continuous series of meetings, material submitted at one meeting should not be submitted again at another site.

Meeting Procedures and Objectives

A Department of Labor official (or officials) will preside at each of the four meetings. The presiding official shall:

(1) Regulate the course of the meetings, including the order of appearance of persons presenting oral statements;

(2) Dispose of procedural requests and comparable matters; and

(3) Confine the oral presentations to matters pertinent to the purpose of the Employment Service and its role in serving the expected labor market needs of the future.

Signed at Washington, DC, this 9th day of September 1986.

Roger D. Semerad,

Assistant Secretary of Labor.

[FR Doc. 86-20711 Filed 9-12-86; 8:45 am]

BILLING CODE 4510-30-M

NABET 15

NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES & TECHNICIANS

8 THAYER STREET, SUITE 2B, BOSTON, MA 02118 (617) 350-7921

September 17, 1986

Paul Eustace
Massachusetts Secretary of Labor
Executive Office of Labor
One Ashburton Place
Boston, MA 02108

Dear Secretary Eustace:

I am writing to provide a brief update on the situation between this Local Union and Cinemagraphics, Inc., now that the Primary Election is over and the Democrats have a strong state-wide slate for November.

I met with one of the principals of Cinemagraphics last Friday, September 12th, one day before starting my vacation here in Wellfleet. It was made quite clear the Company would not sign a contract with us "Unless we have to."

This Local Union has made some major concessions to this Company in order to obtain a contract: we have agreed to exclude their full-time staff from the Agreement; we have agreed to exclude their post-production, freelance videotape editors from the Agreement; a few minor points remain to be settled, but I'm confident they would be dealt with.

The Company's problem is the Union Security clause of the Contract, which would require the Company to call NABET freelancers first when crewing a particular job. If all of our members were already booked, or for some reason unacceptable to the Company, non-union people could be booked, but they would be required to join the Union within 30 days in order to work for that Company in the future. Cinemagraphics feels it has the right to now speak for those non-union people, saying they shouldn't have to join our Local Union (and thereby being eligible for the Union's health and pension plan).

Cinemagraphics wanted us to agree to another Limited Letter of Agreement for the next Dukakis spot, similar to the previous ones for the Governor and Gerry D'Amico. I was told the next spot for the Governor is scheduled for September 23rd. I have advised them, by telegram, that such an arrangement is no longer acceptable to our membership. We can't continue to live by Limited LOA's. Our members need the security and respect that a contract can provide.

I regret that situation continues. I know our members still hope the

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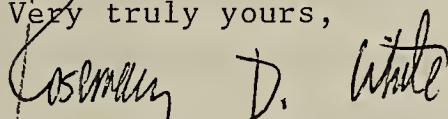
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Secretary Paul Eustace
Page 2
September 17, 1986

Governor feels strongly about a collective bargaining Agreement for those individuals involved in the shooting of his political commercials.

Please let me know if I can provide any further information. I appreciate your assistance in this matter.

Very truly yours,

A handwritten signature in cursive script that reads "Rosemary D. White". The signature is written in dark ink and is positioned above the typed name.

Rosemary D. White
Business Agent

P.S. In my last letter to you I inadvertently neglected to acknowledge the efforts of John Laughlin from the Massachusetts AFL-CIO in this matter. He has made numerous telephone calls and provided fancy footwork on behalf of this Local Union. He should be commended.



✓ FRONTLASH

815 Sixteenth Street, N.W., Room 404 • Washington, D.C. 20006 • (202) 783-3993

September 17, 1986

Mr. Arthur R. Osborn, President
Eight Beacon Street
Third Floor
Boston, MA 02108

Dear President Osborn:

I am writing to let you know that a member of Frontlash National staff and I will be in Boston Monday, September 22, 1986 to discuss programs and budget with Jim Shaw. Our visit Monday will be informational, as we review the program and discuss priorities.

Steve Raabe, Frontlash Financial Administrator, will be traveling with me. He will work with Jim to draw up a budget for the Massachusetts Frontlash program. His visit, combined with new financial controls, will make the financial end of the program function smoothly.

I look forward to visiting Boston and seeing the Massachusetts program in operation.

Fraternally,


Joel Klaverkamp
Executive Director

JK/cw

cc: Jim Shaw

Northampton Labor Council A.F.L.-C.I.O.

2 CONZ STREET

NORTHAMPTON, MASSACHUSETTS

01060

413-527-2332

"It's where you belong."

Saturday

Dear Arthur,

I want to thank you and the Mass. AFL-CIO for the massive help given to Shannon O'Brien in her successful attempt at winning the 2nd Hampshire District Democratic State Representative nomination.

I know how valuable this was to her since I am certain it provided the margin of victory needed. We hope to have continued AFL-CIO support in the general election where we still face opposition.

I would also like to put on record the valuable aid we received from Richard Rogers & Jim Shaw of your staff. Their work was exemplary. The help given us by Presidents Charles Thompson, Robin Goshea, and Gage O'Brien of the area Central Labor Councils was indispensable and pulled together by your office. Local union presidents gave us grass roots support, thanks to your office, and this was an important factor in victory.

With best wishes & gratefulness,
Lorus Kopola



FRANKLIN AND HAMPSHIRE COUNTIES



Babus Walker, Jr., Ph.D., M.P.H.
Commissioner

The Commonwealth of Massachusetts

Executive Office of Human Services

Department of Public Health

Determination of Need Program

150 Tremont Street

Boston 02111

September 19, 1986

Deborah Slavitt
Administrator, Emergency Department
Lahey Clinic Medical Center
Administration
41 Mall Road
Burlington, MA 01805

Re: Lahey Clinic
Project No: 4-3471

Dear Ms. Slavitt:

Please note that Factor 4 of your application is incomplete. In addition to the plans for the proposal and the Factor 6 square footage and square footage costs which you have included, please provide explanatory text describing the project.

For each functional area, the following information is needed:

- Why the space is being renovated or newly constructed.
- If existing space is vacated, what will be done with that space.
- What spaces the functional area is composed of.
- Which and how many staff members (FTEs) will be using the spaces.
- Other utilization measures, as appropriate to the specific functional area, i.e.; number of procedures, patients, etc.
- Include a breakdown of the support spaces: What they are, how much gross square footage is allocated to each space, and who is using the space for what.
- How you determined how much gross square footage to allocate to each area (methodology, guideline).

Please submit this information by October 1, 1986. Any delay would prevent us from expediting the review of your proposal. If you have any questions, please contact David Cavalier at 727-8825 or Daphne Politis at 727-3533.

Thanking you in advance,

David Cavalier
Daphne Politis

David Cavalier, Program Analyst
Daphne Politis, Consulting Analyst

DC/jc

cc: Jim Divver
John O'Donnell
All Parties of Record (Attached)

LAHEY CLINIC MEDICAL CENTER
PARTIES OF RECORD
Project # 4-3471

Applicant: Deborah Slavitt
Administrator, Emergency
Lahey Clinic Medical Center
Administration
Burlington, MA 01805

OTHER PARTIES OF RECORD:

Mary Ann Hart
Executive Office of Human Services
One Ashburton Place
Boston, MA 02108

John Chapman
Rate Setting Commission
One Ashburton Place
Boston, MA 02108

Mr. Charles Donahue
Executive Director
Health Planning Council for Greater Boston, Inc.
HSA IV)
294 Washington Street, Room 630
Boston, MA 02111

TEN TAXPAYER GROUPS:

Paul Downey
President
Choate-Symmes Health
Services, Inc.
21 Warren Avenue
Woburn, MA 01801

Jodi Hartley
General Manager and
Vice President
New England Executive Park
Six New England Executive Park
Burlington, MA 01803

Laurie A. Cowan
c/o Lowell General Hospital
295 Varnum Avenue
Lowell, MA 01854

Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Donna Gugger
P.O. Box 53
Reading, MA 01867

Bernard M. Gordon
136 Hesperus Avenue
Gloucester, MA 01930

Alvaro M. Sousa
Vice President
N.E. Mutual Life Insurance Co.
501 Boylston St.
Boston, MA 02117

September 24, 1986

NOTICE OF MEETING

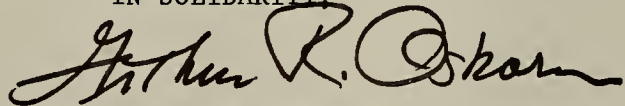
TO: MEMBERS OF THE C.O.P.E COMMITTEE
MASS. AFL/CIO

THERE WILL BE A SHORT C.O.P.E. MEETING TO BE
HELD IN CONJUNCTION WITH THE MASS. AFL/CIO
TWENTY-NINTH ANNUAL CONVENTION AT THE PARK
PLAZA HOTEL


THE MEETING IS SCHEDULED FOR TUESDAY, SEPTEMBER 30th
IN THE ARLINGTON ROOM. IT WILL FOLLOW THE EXECUTIVE
COUNCIL MEETING WHICH STARTS AT 2:00 P.M.

PLEASE MAKE EVERY EFFORT TO ATTEND.

IN SOLIDARITY,



ARTHUR R. OSBORN
PRESIDENT



MARTIN V. FOLEY
C.O.P.E. DIRECTOR

opeiu-6
afl/cio

P.S. For those of you on the Executive Council, who
hold dual positions as Council Member and C.L.C.
Presidents, would you please appoint a proxy to
represent your Central Labor Council.

